

THAMES VALLEY POLICE

DETECTIVE SUPERINTENDENT ROLE SPECIFICATION

Role Title:	D/Superintendent SEROCU	Department:	South East Regional Organised Crime Unit
Reports To:	ACC SEROCU & CTPSE	Location:	Flexible South East

Purpose of role:	<ul style="list-style-type: none"> • To lead the response to serious and organised crime in the South East region, providing professional, efficient and effective intelligence, investigative and covert services to the forces in the region and to the regional tasking and co-ordination process in respect of serious and organised crime to reduce the vulnerability of our communities in the South East region. • Work regionally and nationally, developing and maintaining relationships with key internal and external partners and stakeholders, including the Forces in the SE region, the ROCU network and the National Crime Agency (NCA). • Foster good working relationships with CTPSE as a senior member of a regional team under one ACC. • Be the Senior Responsible Officer (SRO) for significant change programmes, being responsible for estates and financial matters around extensive budgets and complex business arrangements. • The post holder will lead on the delivery of the strategic policing requirements for serious and organised crime and will work within the boundaries of legislation, College of Policing capabilities and definitions, NPCC and other guidelines or relevant procedures, taking into account relationships with other agencies and private sector bodies.
Principle Responsibilities:	<ol style="list-style-type: none"> 1. Lead, task and co-ordinate serious and organised crime investigations, utilising the resources of the police service and other agencies to ensure that the threat, risk and harm caused by serious and organised crime in the south east is reduced by the effective tasking of operational assets to dismantle, disrupt and destroy organised crime groups.

	2. Lead national, regional and force serious and organised crime initiatives/projects as required. Act as SRO for national and regional operations assuming either Gold, Silver or PIP4 / type role.
	3. Be responsible and accountable for the delivery of services by the SEROCU capabilities and for the ongoing development of new capabilities as part of the national and regional ROCU Programme boards.
	4. Maintain a regional strategic and tactical overview of the threat and risk, any mitigating measures and the identification of any gaps in response or knowledge.
	5. Identify and implement relevant national policies and procedures regionally to ensure consistency.
	6. Manage the budget and performance of the department, teams and individuals to deliver value for money (VFM) and develop a ROCU performance framework that is transparent and legitimate.
	7. Build, manage and develop effective teams, safeguarding the health, safety and welfare of self, staff and others.
	8. Ensure that all activity is undertaken and conducted ethically, and in accordance with the law, codes of practice, NPCC/College of Policing Manuals of standards and other relevant, national, regional and local policies and procedures.
	9. Represent the unit and regional interest at national, regional and force level meetings, with key partner agencies and stakeholders.
	10. Develop and maintain relationships with internal and external key partners and stakeholders including Heads of Crime/SOC across the SE and coterminous regions, the ROCU Network, NCA and Head of CTPSE to ensure an effective response to SOC incidents and covert investigations.
	11. Lead on diversity and inclusion, fostering a culture of acceptance and tolerance for all staff both inside and outside of SEROCU. Foster an environment and relationships which recognise and celebrate success, with people at the heart of all they do.
	12. As a member of the SEROCU & CTPSE Management Team, contribute to the management of the regional units under the direction of the ACC SEROCU & CTPSE. Carry out on call duties, supporting the region during demanding and resource intensive times.
	13. Undertake such other duties commensurate with the role as may be required for the safe and effective performance of the job. This role specification will develop along with the changing demands reflected in objectives and priorities.

<p>Essential to the role:</p>	<ul style="list-style-type: none"> • Effective leadership skills including negotiating with and influencing others within the SE region, working with the wider regional SLT under the regional ACC's commands. • Demonstrable commitment to maintaining and promoting the highest level of professional standards, ethics and integrity. • Proven track record of delivering successful operational outcomes with experience leading complex investigations • Proven experience of working in areas of high risk and complexity. • A high level of interpersonal, management and problem solving skills together with diplomacy and a very high level of political awareness. • Experience of successfully managing and leading the delivery of change through a consultative approach to stakeholder engagement. • Experience of building and implementing effective internal and external partnerships. • The ability to work on concurrent issues, under pressure, whilst maintaining work of the highest standards. • A positive approach to own development and evidence of training commensurate with individual and professional needs.
<p>Desirable for the role:</p>	<ul style="list-style-type: none"> ○ PIP 2 Accreditation ○ An excellent understanding of RIPA, ECHR, CPIA and associated legislation relating to the management and development of intelligence products. ○ Knowledge/experience at a strategic level of the investigations of serious organised crime and/or major crime and/or covert policing operations ○ Experience of working in a sensitive or confidential environment.
<p>Essential to the role following appointment.</p>	<ul style="list-style-type: none"> - To be conversant with all relevant legislation, as police powers under any act may be required in the day-to-day duties of the role. - The postholder must be subject to Section 19 RIPA briefed by appropriate agencies or be willing to complete briefings as required. - To be prepared to be deployed to anywhere in the SE region or nationally as required by the demands of the role, including attendance at meetings anywhere in the UK. - The postholder will display a high level of flexibility, resilience and dependability in order to meet the demands of the role.

	<ul style="list-style-type: none">- To be on call as required or support the regional ACC or other SLT members across both commands during demanding times.- To be vetted to DV level. [Failure to achieve this level will mean the individual will be unable to perform the role].
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ROLE PROFILE	Superintendent		
	CORE COMPETENCIES The role holder should effectively deliver these key requirements:		
Public Service	Serving the public – level 4		
Leadership	Leading change – level 4 Leading people – level 4		
Performance	Managing performance – level 4		
Professionalism	Professionalism – level 4		
Decision Making	Decision making – level 4		
Working with Others	Working with others – level 4		