

THAMES VALLEY POLICE

SUPERINTENDENT ROLE SPECIFICATION

Role Title:	Detective Superintendent - Intelligence	Department:	Counter Terrorism Policing South East (CTP SE)
Reports To:	Detective Chief Superintendent – Head of CTP SE	Location:	South East Region

Purpose of role:	Work collaboratively as member of the CTP SE senior leadership team, creating an environment that enables all our staff to work together to keep people safe from terrorism. To specifically manage intelligence processes; collection, development and dissemination whilst protecting sensitive sources in order to support operations and investigations of terrorism offences across varied ideologies and in support of the four pillars of CONTEST.
Principle Responsibilities:	To develop work streams that support the Prevent, Prepare, Protect and Pursue strands of the CONTEST strategy.
	To manage the NIM CT tasking process for the region
	To develop a full range of intelligence gathering opportunities (covert/overt) to support both investigative and community based interventions. Work with the regional Authorising Officer to manage the authorisation processes under RIPA ensuring integrity, necessity, proportionality and legality of CT activity.
	To manage and develop intelligence processes to ensure all information is captured which can be appropriately tasked through a coordinated process, both quick time and in a 'business as usual' pace
	To lead dynamic major terrorist investigations utilising all resources of the police service. Maintain audit of actions and decision records in policy files
	To establish relationships based on trust, both internally and externally to encourage openness by creating an appropriate environment.
	To identify and implement CT Policies and procedures across the CT and in the wider SE region to ensure consistency.
	To manage the performance of the department, manage teams and individuals. To agree objectives, develop implementation plans evaluating performance to ensure objectives are achieved.

	To set and maintain standards. To identify strengths and weaknesses by recognising gaps in knowledge and skills and arrange/provide developmental opportunities.
Essential role based training:	<ul style="list-style-type: none"> • N/A
Essential Criteria:	<ul style="list-style-type: none"> • Experience of managing intelligence within the NIM including understanding of intelligence processes and products. (Essential) • Good understanding of Investigation and Court procedures and processes including disclosure. (Essential) • Has understanding of use of covert intelligence gathering techniques and investigation strategies. (Essential) • Demonstrates delivery of change in challenging environment and can work under pressure. (Essential) • Experience of working in partnership with other organisations. (Essential)
Desirable Criteria:	<ul style="list-style-type: none"> • Experience in serious crime investigation. (Desirable) • Has completed the National SIO Course. (Desirable) • Has undertaken the role of SIO or Deputy S.I.O. in complex investigations. (Desirable) • Experience of terrorism investigations. (Desirable)
Additional Information:	<ul style="list-style-type: none"> • Attend meetings and give presentations as required to represent the department. • Responsibility for up to 300 staff, performance and budget management of department. • Has a full current driving licence, access to own vehicle and is prepared to use it for business purposes. • Prepared to travel extensively. • To follow an 'on call rota' and flexible with respect to working hours and conditions.

ROLE PROFILE	Superintendent	
	Personal Qualities The role holder should effectively deliver these key requirements:	
	We are emotional aware – level 3	
	We take ownership – level 3	
	We collaborate – level 3	
	We deliver, support and inspire – level 3	
	We analyse critically – level 3	
	We are innovative and open-minded – level 3	