



THAMES VALLEY POLICE

INSPECTOR ROLE SPECIFICATION

Role Title:	Detective Inspector - South East Regional Prison Intelligence Unit (SERPIT)	Department:	South East Regional Prison Intelligence Unit (SERPIT)
Reports To:	Detective Chief Inspector – SERPIT	Location:	South East Region

Purpose of role:	<p>The South East Regional Prison Intelligence Team (SERPIT) is responsible for gathering and developing intelligence from Her Majesty's Prison and Probation Service (HMPPS) and other associated partners relating to national security issues and organised within the South East Prison estate.</p> <p>The prison hub is supported by a number of Prison Intelligence Officers (PIO's) who are expected to work within the regional establishments and, together with HMPPS, are required to identify and exploit intelligence opportunities with a view of mitigating risk and disrupting offenders.</p> <p>In addition to working to identified national and regional priorities, PIO's are the gateway between law enforcement and the prison service and will provide support, advice and expertise in relation to all prison related matters.</p> <p>The SERPIT DI is responsible for the management of resources ensuring an effective and efficient provision of service to support the prisons network / HMPPS and key stakeholders within the region and, where applicable, nationally for both Counter Terrorism and Organised Crime.</p>
Principle Responsibilities:	<p>To manage the intelligence flow and ensure quality of product provided for the region through the deployment of effective and appropriate systems and procedures to ensure effective liaison with all interested parties.</p>
	<p>To manage the regional prisons intelligence unit, maximising effectiveness throughout the region.</p>
	<p>Work with partners to maintain and develop existing relationships to ensure compliance with the unit's strategy and objectives.</p>
	<p>Oversee the management of risk and threat within the prison estate in accordance with NSIM and other intelligence handling models.</p>
	<p>Support the regional counter terrorism and organised crime tasking & coordination processes</p>
	<p>To be available and skills to perform the role of Operational Co-ordinator within the region and nationally to support the prisons network for both counter terrorism and organised crime.</p>



	To support the work of the NPCC Regional CT Co-ordinator / ROCU heads and HMPPS, specifically to develop intelligence functions within the region.
	To further develop regional resilience and capacity by capability building, mobilisation plan development and contingency planning and testing to ensure an effective response to the prisons network.
	Be responsible for formatting, implementing, evaluating and monitoring policy in line with the relevant National, Regional and Force directives to ensure consistency and interoperability between units
	To manage the performance of the Department, manage teams and individuals. To agree objectives, develop implementation plans and monitor and evaluate performance to ensure that objectives are achieved
	To be responsible for the development of staff, including the setting and maintenance of standards, management of welfare and identification and addressing of training requirements to achieve maximum effectiveness.
Additional Information (Skills)	<ul style="list-style-type: none"> • Excellent management skills with an ability to manage staff working across the region. • Highly motivated to perform the role, being able to manage time efficiently, self-task, and to work well under pressure whilst dealing with several different issues at once. • Demonstrate an ability to assimilate and assess large volumes of information, making sound operational and administrative decisions. • Demonstrate an ability to deal with several complex tasks simultaneously. • Excellent interpersonal skills with the ability to communicate effectively at strategic and tactical levels within force, with partners and with other agencies. • The ability to quality assure operational effectiveness. • Knowledge of intelligence handling procedures including sanitisation, firewalling, parallel sourcing, and management of covertly obtained material. • Knowledge of Government Security Classifications and restrictions around dissemination of intelligence. • Knowledge of existing priorities, risks and threat in relation to national security and serious organised crime. • Knowledge of investigative procedures and relevant legislation pertaining to the disclosure of unused material. • Knowledge of CHIS in line with RIPA.
Essential role based training:	<ul style="list-style-type: none"> • Intelligence Professionalisation Programme (IPP) • Managers Security Service Course. • CT Part 'A' and 'B'. • Police Computer Applications. • NCIA – Core Course (CT).



Essential Criteria:	<ul style="list-style-type: none">• Proven leadership abilities in intelligence development operations and/or investigations. (Essential)• Experience in assessing implication of activity within and beyond the boundaries of the Force and region. (Essential)• Experience of intelligence systems and procedures together with associated legislation. (Essential)• Understanding of the submission of RIPA authorities and management of associated product. (Essential)• Previous exposure to covert operational tactics. (Essential)• Previous experience in risk assessment. (Essential)
Desirable Criteria:	<ul style="list-style-type: none">• Previous experience in relation to CHIS management. (Desirable)• Knowledge of Counter Terrorism organisational structures and processes. (Desirable)• Knowledge of Serious Organised Crime structures and processes. (Desirable)
Inspector Competency Value Framework (CVF) – Level 2	<ul style="list-style-type: none">• We are emotionally aware• We take ownership• We collaborate• We deliver, support and inspire• We analyse critically• We are innovative and open minded
Inspector Step Up Competency Value Framework (CVF) – Level 2	<p>Why Me</p> <ul style="list-style-type: none">• Continuous Professional Development• Provide Leadership and Management• Diversity and Inclusion <p>Why Now</p> <ul style="list-style-type: none">• Manage Operational Threats and Risks• Develop and Implement an Operational Plan• Manage Change
Additional Information:	<ul style="list-style-type: none">• Holds a full and current UK / European driving licence, access to own vehicle and prepared to use it for business purposes. (Essential)• Appointment will be subject to successful vetting to Developed Vetting (DV). (Essential)• A thorough understanding of the National Intelligence Model. (Essential)<ul style="list-style-type: none">• Principally between 08:00 – 16:00 or 10:00 – 18:00 (Monday to Friday).• Occasional weekend working as on-call Intelligence Manager



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	<ul style="list-style-type: none">• On-call requirement.• Willingness and ability to travel / work across the Region and outside the region if required.• Willingness and ability to work flexible hours to suit the requirements of the Department.• Significant flexibility is required.• This is a regional role, required to spend time between the SERPIT hub near Gatwick, Sussex, the CTPSE main hub near Junction 12 M4, Berkshire, plus teams across the region. In addition, there will be a requirement to attend SEROCU meetings. A good combination of travel, and video and tele-conferencing, plus remote working.
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