

## **Q&A: SEROCU IDO / Comms SPOC**

### **1. Q: How much travelling do you have to do for the role?**

**A:** Pre-COVID-19 we would go to a meeting or work from another location for part of, or a whole day, maybe once every two weeks on average but since the impact of COVID-19 work has changed. We now commonly work a mix of home working and in office, in rotation to support social distancing. We rarely go to meetings or work from other locations but this still might be required from time to time, depending on what is going on operationally. There will always need to be some office working and meeting up with other co-workers as part of being an IDO but it's likely that in the future there would continue to be more home working or flexibility on locations.

### **2. Q: Are there flexible or agile working options available?**

**A:** Flexible and agile working can always be discussed with SEROCU to consider what is possible. There are a number of members of the team who have flexible and agile working arrangements. Some people have childcare considerations and so work their hours around pick up and drop off times. Its very much an individual situation so its not possible to give a standard answer which fits everyone. The best thing to do is to ask and chat with a line manager / potential line manager about what you would like and explore what can be done.

### **3. Q: Would this role be suitable for job share?**

**A:** Yes, potentially. Have a chat with us about what you would like to do, it might be an arrangement we could support.

### **4. Q: Do you have to have worked in intelligence before to be an IDO.**

**A:** SEROCU have a number of colleagues who work in intelligence who did not have this background. There are a lot of aspects of the role which a person can be trained in and developed. It helps to have some transferrable skills e.g. an inquisitive mindset, inter personal communication skills etc. But we would encourage applications from a range of applicants- there are lots of opportunities to develop CPD while in the role.

### **5. Q: How often would I have to give presentations as an IDO?**

**A:** Some of this depends on you and what you enjoy doing. If presentations are your thing then you can find opportunities. Giving presentations can mean different things. Sometimes it might mean explaining something to a couple of people and showing them your work. That kind of thing would be more common. Other times it would be more formal like giving an input at a meeting. If you don't

like doing this there is support available. This can be training, doing things with a colleague to help build confidence or having some coaching or informal support.

**6. Q: What opportunities are there to progress?**

**A:** There are lots of opportunities for progression within the serious and organised crime community- that's both in the ROCU but also in forces. Being an IDO gives a great foundation for working on serious and organised crime threats. Working in the ROCU is also a fantastic place to get connected. You can stay connected to local policing and forces through the work which we do. You can also get exposure to specialist teams and national teams such as NCA. It's a great place at the centre of policing and specialist response functions.

**7. Q: What kind of development opportunities are available in the role?**

**A:** All intelligence professionals are supported to complete the Intelligence Professionalisation Programme (IPP). This is an accredited qualification which a person can complete in role using the work they do as the evidence for the award. All intelligence professionals in the ROCU intelligence team are also supported to complete a range of training and CPD in order to develop the skills they will need to thrive in the role. This can include using specialist software, different methods of working and getting exposure to different specialist bits of work. We also support attachments and getting connected to different teams and functions e.g. cyber crime, covert operations. We discuss with the individual what goals they might have. We also look at what work we have which is creating our demand and make a personalised blended plan for each person on how to support them in their role and towards their goals.

**8. Q: What is an average day like for an IDO/ Comms SPOC?**

**A:** Whilst it sounds a bit cliché, no two days are really the same, and a lot depends on where is policing you work and what you enjoy. Some IDO's are more tasking based, in that they respond to specific requests, whereas others are more involved operationally and work with a particular task for a longer period of time. There is a mixture of work, some which might need a fast response, and others which you can take on as a specialist project over a longer period of time. Intelligence is always changing so an IDO always has something new to learn.