

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 as member of the CTP SE senior leadership team to create the environment that enables all our staff to work together to keep people safe. To specifically manage intelligence processes, collection and protection of sensitive sources in order to support operations and investigations of terrorism.
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 CT 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.
Competency Value Framework (CVF) – Level 3 The role holder should effectively deliver these key requirements.	<ul style="list-style-type: none"> We are emotionally 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
Competency Value Framework (CVF) Supt - Step Up Criteria for Officers applying for promotion.	<ul style="list-style-type: none"> Operationally competent and credible to manage at silver commander level <ul style="list-style-type: none"> Identifying and managing operational threat, harm and risk Ensuring effective management of the investigation of crime Performance <ul style="list-style-type: none"> Leads on achieving sustained performance improvements People skills

	<ul style="list-style-type: none"> - Can translate complex issues into clear and concise messages for staff - Provides care and support at times of uncertainty - Provides clarity and confidence through change - Encourages own and others' personal and professional development - Acts as a role model, particularly in relation to the Code of Ethics - Leads on ensuring the workforce is diverse and representative • Innovation and Transformation <ul style="list-style-type: none"> - Creates vision for future area of responsibility that meets organisational needs and realises opportunities - Encourages cultural change and different ways of working - Explores and embraces new opportunities to deliver the business, including the best use of technology - Deliver business as usual activities through periods of change • Problem Solving <ul style="list-style-type: none"> - Able to work with partners and know when to retain control and when to pass to others - Able to push the boundaries and not be constrained by current thinking • Prioritisation <ul style="list-style-type: none"> - Uses information and professional judgement to predict future demand - Understands about public value and what adds value - Prepared to take appropriate risks • Able to manage upwards
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