



DETECTIVE SERGEANT ROLE SPECIFICATION

Role Title:	Police/Detective Sergeant – South East Covert Operations Unit (SECOU)	Department:	South East Regional Organised Crime Unit (SEROCU)
Reports To:	Detective Inspector – SECOU	Location:	South East Region

Purpose of role:	The purpose of the role is to directly supervise all the undercover operatives who deploy online in a covert capacity to tackle SEROCU strategic priorities covering Serious and Organised Crime and Child Sexual Exploitation and Abuse. It will be necessary to ensure strict legislative requirements are complied with whilst managing the welfare of every operative.
Principle Responsibilities:	To maintain and develop an effective covert policing capability in the South East Covert Operations Unit (SECOU) as part of the National Undercover Working Group structure.
	To provide advice on covert policing techniques in relation to investigations into serious crime and criminals operating within the region or whose activities adversely affect the communities of the region.
	To deputise when directed in the absence of the SECOU Detective Inspector and provide support and leadership to relevant SECOU staff.
	To supervise the effective operation of the staff working within SECOU, providing the best possible support to the region and partner agencies.
	To undertake the administration, co-ordination and facilitation of undercover operations including the provision of expert tactical advice to relevant parties in aspects of covert law enforcement in general and undercover operations in particular.
	To maintain and where necessary establish close working arrangements with other professional bodies and agencies.
	To oversee the management of undercover operations from inception to conviction ensuring operatives and tactics are protected.
	To be responsible for the management of relevant SECOU staff ensuring the provision of suitable training, guidance and direction.
	To monitor, assess and report on the performance and skills of relevant SECOU staff within a professional development review regime.
	To supervise budgets, asset procurement and maintenance of relevant SECOU covert assets and infrastructure.

	To assist in the collection and provision of relevant data for transparent auditing procedures on the SECOU covert financial infrastructure.
	To maintain an awareness of national, regional and force developments in the areas of covert policing, relevant legislation and changes in the requirements of the Criminal Justice System
	To supervise operatives deploying against CSEA subjects where exposure to indecent images and data may be required to be viewed
	To ensure appropriate and safe use of SECOU undercover officers for both legend building and deployment for other units as part of the National Undercover Working Group structure.
Essential role based training:	<ul style="list-style-type: none"> • Completion of A3 course.
Essential Criteria:	<ul style="list-style-type: none"> • Experience of serious organised crime investigation (Essential) • Practical experience of RIPA applications (Essential) • Experience of the judicial process in relation to serious crime in general including the practical application of relevant legislation, presentation of evidence and CPIA. (Essential) • Excellent verbal and written communication skills and displays drive, innovation and determination (Essential) • Ability to work on own initiative and be able to work flexible, unsociable hours when operationally required (Essential). • Ability to demonstrate the highest levels of integrity and ethical decision making (Essential)
Desirable Criteria:	<ul style="list-style-type: none"> • Experience of supervising others engaged in the investigation of serious crime in general and the use of undercover policing investigative techniques (Desirable) • Experience in the deployment and management of undercover operatives (Desirable) • Knowledge of online serious crime investigation (Desirable) • Knowledge of and experience in the practical application of welfare and health and safety issues relevant to investigation of serious crime in general and the use of undercover policing investigative techniques (Desirable) • Supervisory/Managerial Skills (Desirable)
Competency Value Framework (CVF) Sergeant – Level 2 The role holder should effectively deliver these key requirements	<ul style="list-style-type: none"> • We are emotionally aware – level 2 • We take ownership – level 2 • We collaborate – level 2 • We deliver, support and inspire – level 2 • We analyse critically – level 2 • We are innovative and open-minded – level 2
Competency Value Framework (CVF) Sergeant Step Up Criteria for Officers applying for promotion.	<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"> • Conduct evidence based information briefings, taskings and

	<p>debriefings</p> <ul style="list-style-type: none">• Prepare for, monitor and maintain police operations• Supervise the response to incidents, including critical incidents
Additional Information:	<ul style="list-style-type: none">• Be willing to undertake and satisfy appropriate vetting procedures• The role will at times require the viewing and management of material relating to CSEA.