

THAMES VALLEY POLICE

DETECTIVE SERGEANT ROLE SPECIFICATION

Role Title:	Detective Sergeant - Investigations	Department:	South East Regional Organised Crime Unit (SEROCU)
Reports To:	Detective Inspector - Investigations	Location:	South East Region

Purpose of role:	<p>Supervise and drive the investigative response to serious and organised crime investigations across the South East (and beyond where required).</p> <p>The post holder will ensure all the duties and requirements of CPIA are met; implementing investigation strategies alongside the SIO, managing systems, resources and people effectively. You will deputise for the SIO when required.</p> <p>The post holder will have the investigative ability, professional knowledge and leadership skills to develop high performing and professional teams, leading complex and challenging investigations, balancing competing demands and risks.</p> <p>The post holder will develop and build relationships with partners and stakeholders.</p>
Principle Responsibilities:	Provide effective day to day management of serious and complex investigations as the Deputy SIO in delivering the SIO's objectives in collaboration with other capabilities and partners.
	Supervise SE ROCU officers in all aspects of their work. Supervise, manage and develop staff on SE ROCU, including the responsibility for PDRs, career development and selection of staff.
	Supervise SE ROCU operations involving the use of intelligence, reactive and proactive policing tactics, including search and arrest operations.
	Prepare and supervise the provision of prosecution files in respect of offenders arrested by SE ROCU.
	Keep abreast of department issues such as Equal Opportunities, Health and Safety etc.
	Demonstrate thorough knowledge and expertise in the application of the Regulation of Investigatory Powers Act 2000 (RIPA) and the Investigatory Powers Act 2016 (IPA)
	Demonstrate thorough knowledge and expertise in the application of the Criminal Procedure and Investigations Act 1996 (CPIA).

Essential role based training:	Completion of Covert Law Enforcement Managers Course (CLEM) Specialist training on direction of D/Supt/DCI
Essential Criteria:	<ul style="list-style-type: none"> • Practical experience of managing covert investigations. • Able to evidence excellent communications skills and effective partnership working experience at a tactical and strategic level • Able to demonstrate flexibility, motivation and commitment. • Ability to lead serious/complex investigations as a D/SIO, including case building and Court Presentation. • Able to identify and manage risk and apply the NDM when making decisions.
Desirable Criteria	<ul style="list-style-type: none"> • Practical experience using a range of covert tactics • CLEM trained • Q1 (mobile) Surveillance trained • Experience of PII process • Knowledge and experience of tackling organised crime.
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 debriefings • Prepare for, monitor and maintain police operations • Supervise the response to incidents, including critical incidents
Additional Information	<ul style="list-style-type: none"> • Proven ability to set high ethical standards and maintain discipline