



Role Title	Counter Terrorism Trainer	Reporting to	CIT Manager
Section	Continuous Improvement Team (CIT)	District/Department	CTP NE
Tenure		Rank/Grade	SO1

Part A – JOB DESCRIPTION

Overall purpose of role	Design, develop and deliver high quality learning and development (L&D) solutions for all staff of all ranks – up to and including Detective Chief Superintendent- throughout CTP-NE region. Actively contribute to the Regional Forces preparedness and up to date awareness of the threat from all kinds of Terrorism and Terrorist acts.
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Key outputs for role –	
<ol style="list-style-type: none">1. Lead by example and behave in line with the Police Code of Ethics ensuring that the force values and behavioural expectations are clearly understood and considered by managers, officers and staff in their decision making and actions; reinforcing and influencing them through all interactions and processes.2. Manage, advise and guide learners as appropriate and in accordance with the Code of Ethics to ensure a safe, inclusive and effective learning environment.3. Identify and meet pan CONTEST strategy learning needs and specify learning outcomes using an evidence based approach to inform the design, development and delivery of appropriate learning solutions and learning materials, based upon the national CT learning pathway, national and local debrief recommendations (inc Coroners' verdicts and public enquiry recommendations e.g. Kerslake report), local and individual bespoke learning needs. To also include rapid and accurate legislation / procedural training packages in support of ongoing operational deployments.4. Maintain business area competence and a commitment to continuing professional development in designated business areas and legal accreditation in line with CT policing activities (e.g. Behaviour screening, Borders accreditation) by shadowing operational officers in their work place – (subject to appropriate risk assessment) to ensure that knowledge skills are maintained and enhanced.5. Maintain up to date knowledge of the National and International Threat picture by liaison with key intelligence partners and environmental scanning becoming the point of contact for threat updates enabling the delivery of threat assessment / level presentations to the CT community, police partners (seven regional forces) and blue light partners (FRS & Ambulance services, PHE and NHS England).6. As part of the national CT trainer network, research, design, develop and maintain high quality learning materials based on the needs of the organisation to enable to successful delivery of learning solutions which fulfil and comply with the organisational, regional and network (national) requirements and legislation.7. Design and deliver exercising activities to support specific training course needs. (E.g. Regional Borders Procedure course, detention and interview module.)8. As part of a team support operational deployments by providing real-time legislative advice and bespoke training support to ongoing operations and investigations.9. Conduct assessment processes in line with National and legislated assessment criteria (e.g. Border policing EO and RO accreditation) to measure and record the achievement of intended learning outcomes or qualifications. To construct and implement appropriate development plans ensuring required standards are met.10. Maintain BDB (Behaviour Detection for Borders) accreditation and support operational deployments alongside Op Servator / Behaviour Detection activities by ensuring that integrity of the evidential chain is maintained, and maximising the health, safety and well-being of operational colleagues and the forensic yield by maintaining up to date business area competence in high risk areas of activity – e.g. ship / aircraft boarding, container entry and search.	

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- A high degree of confidentiality and discretion is an essential feature of this post.
- Monitor the current standard of training and qualification throughout CTP-NE.
- The role will involve regular travel throughout and possibly outside the Region, including working across and possibly outside the region.

Work/Business contacts

Internal: Police Officers and Police Staff of all ranks and grades, ACPO Secretariat, NCSB

External: Law Enforcement Agencies and other partner agencies

Expertise in Role Required (At selection - Level 1)**Essential or Desirable**

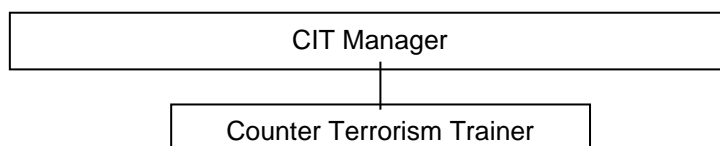
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| • Knowledge of Counter Terrorist investigative/intelligence/operational practice gained through personal experience or research | Essential |
| • Display the ability to complete advanced Police accredited training and other nationally accredited training qualifications | Essential |
| • Ability to deliver training on complex and sensitive issues within the Police and external partner agencies | Essential |
| • Knowledge of current best practice within the Counter Terrorism field gained through experience or research to ensure that training is updated or replaced in line with changes in prevailing needs | Essential |
| • An understanding of the relevance of diversity issues to this role | Essential |
| • Experience in the design and delivery of training and exercises, together with good communication and interpersonal skills | Essential |
| • Demonstrate the ability to communicate clearly and effectively both orally and in writing. | Essential |
| • Has, or is able to achieve and maintain business area competence in key skills areas. | Desirable. |

Other (Physical, mobility, local conditions)

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| • Willingness and ability to travel for business purposes, across the Region and nationally | Essential |
| • Is prepared to work flexible hours with minimal supervision | Essential |
| • Receive clearance from vetting procedures including financial checks | Essential |
| • Access to own transport and willing to travel throughout the North East region and UK | Desirable |

Expertise in Role - After initial development - Level 2

- Can demonstrate detailed knowledge of relevant local, organisational and national policy and procedures, including ACPO guidelines
- Has successfully analysed training needs and the ability of Training and Development to meet the demands
- Has established successful relationships with partner organisations and seven regional forces to ensure that region wide preparedness in the event of a terrorist attack is maximised

Structure

PART B – COMPETENCIES & VALUES

Competency and Values Framework –

http://www.college.police.uk/What-we-do/Development/competency-and-values-framework/Documents/Competency-and-Values-Framework-for-Policing_4.11.16.pdf

Level 1 –Practitioner

PART C - DEVELOPMENT OF ROLE

Expertise in Role (Advanced - Level 3)

- Has completed appropriate internal Police or externally provided training qualification
- Is widely regarded within the policing community as an expert in CT threat level assessment, legislation, procedure and up to date /best practice.

PART D - ACCESS & VETTING

Standard IT Access	Default
Police Building (Perimeter and Zone access)	Perimeter Access to Police Buildings where based
Vetting Level	MV and SC
Date accepted as a role profile	26 th May 2020