



Role Title	DC Covert Ops Team	Reporting to	DS Covert Ops Team
Section	Ops Support	District/Department	NE CTU
		Rank/Grade	Detective Constable

Part A – JOB DESCRIPTION

Overall purpose of role	To provide operational support, evidential packages and intelligence development function for Covert Ops Team & Special Projects Team activity, in support of local, regional and national covert operations.
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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. As part of a specialist team and working under the direction of a CT SIO or Operational Lead, provide expert advice and tactical solutions in relation to all aspects of covert and sensitive law enforcement tactics, ensuring that legislation and policy (RIPA/ECHR/Stated Cases) are adhered to.3. To identify where covert tactics can be deployed and apply for the necessary authority to ensure all covert activity is lawful.4. Secure, assess and develop intelligence in line the SIOs / Operational Leads objectives ensuring compliance with NSIM.5. Provide written and verbal intelligence briefings and debriefing to staff where appropriate.6. Ensure all intelligence is accurately recorded, assessed and disseminated in accordance with the NCIA guidance ensuring sensitive intelligence and covert tactics are suitably protected.7. Secure and manage all material gained during a covert operation in accordance with CPIA. Liaise directly with CPS to complete the disclosure process ensuring that sensitive tactics and techniques are suitably protected.8. Prepare and manage evidential product from covert deployments, to maximise the evidence available to the prosecution.9. Develop and utilise Open Source intelligence skills to identify and secure intelligence and evidence available from social media and the wider Internet. Provide technical advice to identify and exploit online opportunities to support an operation or investigation.10. Seek new and innovative ways to identify and exploit technology to enhance covert law enforcement techniques.

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)
<ul style="list-style-type: none">• All relevant available data sources and computer systems.• The approach of the CTU to the current Policing Plan and Regional Priorities determines the volume and/or complexity of research and analysis required.

Work/Business contacts

Internal: All departments of NECTU and similar specialist departments of other CTUs and CTIUs. Police forces at a local, regional, and national level.

External: Crown Prosecution Service, NCA, Customs and Excise, other Law Enforcement and Intelligence Agencies both in this country and internationally.

Expertise in Role Required (At selection - Level 1)

Essential or Desirable

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| • Previous experience of the investigation of serious and complex crime | Essential |
| • Possesses and demonstrates detailed knowledge of the law and national guidance in relation to the use of covert and sensitive law enforcement techniques, in particular RIPA, ECHR, Data Protection legislation and ACPO guidance regarding the Recording of Dissemination of Intelligence Material. | Essential |
| • Knowledge of the law and Attorney General guidance on the CPIA, especially in relation to the disclosure of sensitive material. | Essential |
| • Previous experience of the use and management of sensitive intelligence. | Essential |
| • Knowledge of the intelligence requirement of counter terrorism network, the National Intelligence Model. | Essential |
| • Has an understanding of how social media, the internet and computer networks operate. | Essential |
| • Previous experience of covert policing techniques. | Desirable |
| • Is COSII Level Two trained. | Desirable |
| • Is qualified as a NCIA Intelligence Assessor and if fully conversant with NSIM and NCIA. | Desirable |
| • Ability to identify and manage operational threats and risks. | Desirable |

Other (Physical, mobility, local conditions)

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| • Requirement for vetting checks at DV level. | Essential |
| • Holds a full and current UK/European driving licence. | Essential |
| • Willingness and ability to travel/work across the NE Region and outside the region if required. | Essential |
| • Willingness and ability to work flexible hours and sometimes long hours to suit the requirements of the Department. | Essential |
| • Physical and emotional resilience to deal with abusive and offensive images. | Essential |

Expertise in Role - After initial development - Level 2

- Has a thorough knowledge of all covert law enforcement tactics including the use of undercover tactics.
- Advises and provides guidance to other departments / SIOs / OIMU in relation to undercover operations.
- Is accredited for the management of material under CPIA, either having passed the CID / ICIDP course or specialist Disclosure course.
- Has passed the NCIA Assessor course.
- Has gained the relevant IPP accreditation.
- Has gained the COSII level 2 accreditation and is a competent Open Source practitioner.

Structure

Detective Inspector Covert Ops Team

Detective Sergeant Covert Ops Team

Detective Constable Covert Operations
Team

PART B – PERSONAL QUALITIES

Policing Professional Framework - <https://skillsforjustice-ppf.com/personal-qualities/>

Practitioner

Constable and police staff practitioners
Constable and police staff practitioners

PART C - DEVELOPMENT OF ROLE

Expertise in Role (Advanced - Level 3)

- Is recognised as an expert in covert and undercover law-enforcement operations.
- Has developed an effective working liaison with all relevant agencies.
- Developed a thorough knowledge of investigating serious and series criminality within areas of responsibility.
- Has gained the COSII level 3 and 4 accreditation and is an expert Advanced Open Source practitioner.

PART D – CORE CAPABILITIES (Police Officer Roles Only)

This role requires a post holder to be able to generally demonstrate the core capabilities specified below.

Core Capability	Core Capability Required (Yes / No)
a) Sit for reasonable periods, to write, read, use the telephone and to use (or learn to use) IT;	yes
b) Run, walk reasonable distances, and stand for reasonable periods;	No
c) Make decisions and report situations to others;	yes
d) Evaluate information and to record details;	yes
e) Exercise reasonable physical force in restraint and retention in custody;	no
f) Understand, retain and explain facts and procedures; and	yes

PART E - ACCESS & VETTING

Standard IT Access	Default
Police Building (Perimeter and Zone access)	Perimeter access to police buildings where based
Vetting Level	MV,SC and DV
Date accepted as a role profile	