



ROLE PROFILE

Role Title	Regional Sensitive Intelligence Unit Manager	Reporting to	Regional Intelligence Detective Inspector
Section	Regional Sensitive Intelligence Unit	District/Department	Regional Organised Crime Unit
Tenure		Rank/Grade	POA

Part A – JOB DESCRIPTION

Overall purpose of role	To manage and lead the Regional Sensitive Intelligence Unit (SIU) ensuring all sensitive intelligence is ethically managed in accordance with existing policy, legislation in line with NPCC guidelines and the National Sensitive Intelligence Network Operation Model (SINOM)
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Key outputs for role –

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. Proactively manage the performance, attendance and wellbeing of police officers and police staff against the required standards to ensure they are dealt with and supported in accordance with the correct policies and procedures.
3. Manage the Regional SIU functions ensuring the work undertaken is in adherence to the minimum standards set out by the SINOM, regularly assessing, and reviewing operational security and working practices, to identify and minimise the risk of compromise. Developing and maintain departmental procedures and working practices ensuring compliance with SOPs, legislation and safeguarding procedures, to enable the SIU to be accredited through governing bodies. Represent the Regional SIU during oversight inspections by OCDA, SIN and IPCO and implement any recommendations identified from inspections.
4. Act as the Regional Sensitive Intelligence Advisor maintain knowledge around new practices, technologies and methodologies on all matters relating to covert techniques, tactics, sources and datasets. Ensure the tactical deliver of intelligence collection strategies and provide covert tactical advice to Senior Investigating Officers (SIOs) in order to meet the aims and objectives of the investigation.
5. Establish and develop effective working relationships between the SIU and all Specialist Units and Operational Teams across the Region deconflicting Law Enforcement Activity. Work closely with partner agencies to maximise investigative opportunities and ensure the effective cross flow of sensitive intelligence, to share knowledge and experience across organisations
6. Responsibility for managing and quality assurance of the immediate research and dissemination of time critical intelligence to enable the effective management and mitigation of significant threat, harm and risk. Identify and respond to evidential and tactical opportunities to support operational teams in the management of threats to life to minimise the risk to the public.
7. Task and quality assure legislative applications to authorising bodies and agencies to acquire data and intelligence in order to meet the investigative aims and objectives. Proactively manage relationships and legislative assurance with data and intelligence providers, Investigatory Powers Commissioners Office (IPCO), Office for Communications Data Authorisations (OCDA), Covert Authorities Bureaus and the National Crime Agency.

8. Represent the SIU at Regional and National forums relating to covert operations and specialist capabilities, to engage and influence operational techniques, policies and new tactical opportunities. Ensure the SIU maintains an awareness and understanding of evolving trends, threats and changing modus operandi.
9. Provide 24/7 covert tactical advice as part of an on-call rota, to SIOs and Tactical Firearms Commanders in the management of threats to life and crimes in action including kidnap and extortion to minimise the risk to the public. Coordinate and lead SIU resources to support the aims and objectives of such operations and investigations
10. Manage the collation of demand data for the Regional SIU Senior Leadership Team in order that performance against departmental, force, regional and national objectives can be monitored and inform decision making.
11. Identify and address training needs for the unit and encourage and create a culture of continuous professional development.

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

- Direct supervision of police officers and police staff within the Regional Sensitive Intelligence Unit.
- Constraints imposed by legislation, practice, directions and policies including IPCO, OCDA and the SINOM.
- Secure receipt and handling of intelligence in line with legislation and policy.
- Responsible for the day to day supervision of 16 staff. Provide out of hours supervisory support on an on call basis to the Unit which delivers 24/7 365-day service.
- Team responsible for assessing, firewalling and managing over 1000 pieces of sensitive intelligence and processing over 550 communications data applications per annum, whilst providing dedicated support to ongoing operations across the region and nationally.

Work/Business contacts

Internal: Employees of all ranks including SIO's, Investigators, Analysts and Communications Data Investigators. Advising and assisting on current procedures and opportunities in relation to sensitive intelligence collection techniques.

External: Liaison with various external agencies and bodies including NCA, SIN, Local Police Forces, IPCO, OCDA, Home Office and all other Agencies

Expertise in Role Required (At selection - Level 1)

**Essential or
Desirable**

• Has proven experience in the field of covert investigation.	Essential
• Has previous experience of handling sensitive intelligence.	Essential
• Proven supervisory experience	Essential
• Has a knowledge and basic ability to operate computerised databases and spreadsheets	Essential
• A knowledge and understanding of Regulation of Investigatory Powers Act 2000 (RIPA), Investigatory Powers Act 2016 (IPA) European Convention of Human Rights (ECHR), and Data Protection.	Essential
• Knowledge of the workings of the National Intelligence Model and procedure relating to gathering and disseminating intelligence	Essential
• Ability to complete time critical risk assessment processes when decision making	Essential
• Ability to complete accreditation and courses relevant to this role	Essential
• Up to date knowledge of the full range of current covert investigation techniques including the use and deployment of CHIS, undercover operatives and surveillance.	Desirable

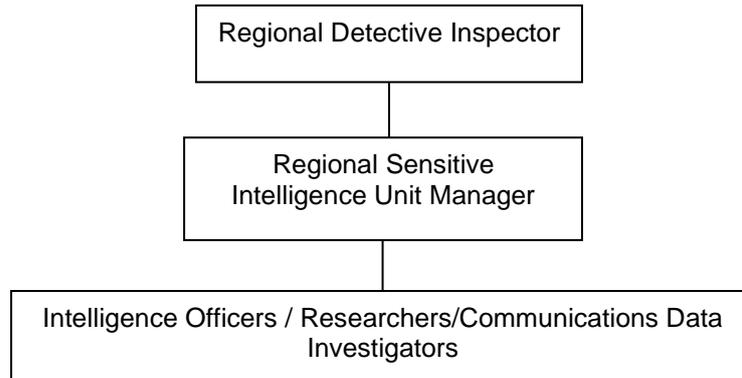
Other (Physical, mobility, local conditions)

• Is prepared to work flexible hours to suit the requirements of the department, sometimes at short notice	Essential
• Willingness and ability to participate in a Stand-by/on-call rota	Essential
• Ability to pass security scrutiny to SC and STRAP Level	Essential
• Ability and willingness to travel across the region and nationally for business purposes	Essential
• Access to own vehicle and prepared to use it for business purposes	Essential
• Ability to pass security scrutiny to DV Level	Desirable

Expertise in Role - After initial development - Level 2

- Has a detailed knowledge of how Regional intelligence systems integrate with those of other law enforcement organisations.
- Has a detailed knowledge of Data Protection Act, Computer Misuse Act, Regulation of Investigatory Powers Act and European Convention of Human Rights.
- Has attended the NCA accreditation course.
- Has attended the College of Policing Sensitive Intelligence Unit course.
- Has detailed knowledge of emerging challenges and opportunities to the unit's established working practices and implements sufficient response to maximise the output of the unit in conjunction with partner agencies.

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 2- Supervisor/Middle Manager

PART C - DEVELOPMENT OF ROLE

Expertise in Role (Advanced - Level 3)

- Is recognised and used as an expert source of information on sensitive and covert intelligence tactics and Intelligence analysis.
- Has passed the Operational Security Liaison Officer course.
- Represents the region at national working groups and forums concerning Sensitive Intelligence working practices

PART D - ACCESS & VETTING

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

