

JOB DESCRIPTION QUESTIONNAIRE (J.D.Q.)

HMI CATEGORY CODE:

DIRECTORATE:

NWROCU (Regional Organised Crime Unit)

AREA/DEPT:

North West Regional Organised Crime Unit

FAU:

SECTION:

JOB TITLE:

HEAD OF NWROCU

REPORTS TO:

ACC NWROCU and Regional Collaborations

CURRENT RANK/GRADE:

DETECTIVE CHIEF SUPERINTENDENT

DATE:

MAY 2020

1. JOB PURPOSE:

To lead NWROCU, the North West Regional Organised Crime Unit. (NWROCU) who's primary aim is the identification, disruption together with the targeting of priority individuals and vulnerabilities of organised crime groups causing the most significant harm across the NW. This is achieved by providing specialist and operational support, research and direction on strategic, tactical and emerging issues and threats. NWROCU facilitates Regional Coordination and Tasking, which then informs and influences decisions allowing the effective deployment of resources. The promotion of collaborative working with forces and key partner agencies and interoperability is necessary to achieve this.

The purpose of this role is to provide professional, efficient, effective, and economic intelligence, investigative and preventative support services to the forces of the region and to the regional co-ordination and tasking process, in respect of serious and organised crime activity deemed to be a regionally significant threat.

2. PRINCIPAL ACCOUNTABILITIES:

1. To establish a programme of change that is able to plan for the future developments relating to the ROCU within the NW Region whilst demonstrating efficient & effective delivery as agreed by the NWROCU Management Board.
2. Lead by good example, ensuring personal standards comply with organisational goals.
3. Providing leadership for all of NWROCU's capabilities and developing the plan for continued collaboration in this area including advising on and directing operations as required. This includes people assets.
4. Contribute effectively to the development, communication and implementation of strategies and decisions, and support the Assistant Chief Constable in leading all change involving NWROCU and its partners.
5. Develop regional capability in accordance with Government strategy and ensure good value for money and efficient use of resources.

6. Provide leadership and management of performance within NWROCU ensuring action is taken where deficiencies are identified, reviewing and monitoring to ensure effective delivery and providing additional support when needed.
7. Ensure departments within NWROCU have effective support, delivering continuous improvement to develop ideas and initiatives, analyse problems and accurate measurement of performance to facilitate and maintain region-wide improvement.
8. Ensure that individuals, at all levels, within NWROCU have the opportunity and support to develop their own skills, knowledge and expertise to enable them to deliver high levels of performance and motivate and develop them.
9. In support of the Assistant Chief Constable, represent the regional response locally and nationally, providing an effective voice in the community and engaging with opinion formers, stakeholders and decision makers and to promote effective partnership working and collaboration.
10. Maintaining a national and regional strategic and tactical overview of the threat and risk, any mitigating measures and the identification of any gaps in response or knowledge.
11. Leading on the delivery of the strategic policing requirements for serious and organised crime on behalf of regionally collaborated units.
12. Developing and maintaining relationships with key external partners and stakeholders, particularly the regional forces and the National Crime Agency.
13. Ensuring that effective tasking of operational assets takes place to tackle serious organised crime across the region.
14. In support of the Assistant Chief Constable, represent North West Region nationally and promote overall service improvement in NPCC and other forums.
15. Ensure, as appropriate, that the regional units are fully compliant in discharging their statutory responsibilities.
16. Monitor and review all operational activity to ensure compliance in respect of ethics, legality, safety, finance and priorities.
17. Ensure that all activity undertaken maximises the potential for the identification, seizure and confiscation of criminal assets.
18. Ensure that all activity undertaken maximises the potential intelligence and enforcement opportunities afforded by co-operation and partnership with other government agencies.
19. Promote diversity, equality of opportunity and fair treatment in leadership style and management approach.
20. Identify and deliver cost savings and efficiencies without denuding service delivery with a particular focus on where collaborative opportunities can be exploited.

21. Develop and enhance proactive policing priorities across the region and nationally in order to maximise the effectiveness of police assets.

3a. KNOWLEDGE AND EXPERIENCE:

- a) Experience of managing and leading the delivery of change through a consultative approach to stakeholder engagement.
- b) A very high level of interpersonal, management and problem solving skills together with diplomacy and a very high level of political awareness is essential enabling regular contact with high-ranking police, Civil Service/Government Officials and private sector bodies.
- c) A thorough understanding of RIPA/ECHR/CPIA and associated legislation relating to the management and development of intelligence products.
- d) A sound knowledge of covert policing techniques and attendant issues relating to disclosure and have experience of working in a sensitive or confidential environment.
- e) The post holder will display a high level of flexibility, resilience and dependability to cope with extended working hours and the demanding workloads associated with Force, Regional and National issues.
- f) Exhibit a leadership style that instils motivation, participation, innovation and empowerment in the Management Team and departmental personnel with a high level of interpersonal, communication and managerial skills in order to manage Teams and investigations.

3b (Does your post require any Police Powers, and if so what are they, and why are they necessary?)

The post holder must be conversant with all relevant legislation, as police powers and procedures under any act may be required in the day-to-day duties of the role.

Superintendent's authorisation of information's to be laid in furtherance of an application made under the provisions of schedule, Para 9, PACE Act 1984 (Specials Warrants and Orders). This is a legislative requirement.

Superintendent's authorisations as defined in RIPA and the SIO responsibilities directed under CPIA.

Superintendent's authorisation of information to be laid in furtherance of an application made under the provisions of the Criminal Justice Act 1988 as appertains to Land Registry Act 1925. This is a legislative requirement.



4. RELATIONSHIPS:

a) Supervisory responsibilities:

Post holder is the direct Line Manager for the Det Supt Intelligence & Harm Reduction, Det Supt Operations and Head of Enabling Services in setting the strategic direction of NWROCU.

Personal monitoring and evaluating performance against goals analysing cost/benefit and liaison with all supervisors and staff ensuring strict compliance with Force, Regional Strategies.

Giving and listening to advice as and when appropriate. Ensuring that Health and Safety legislative requirements are fulfilled and monitored.

Post holder will liaise and collaborate with a wide variety of law enforcement and public sector partners/stakeholders.

b) Supervision Received:

The post holder will report directly to the Assistant Chief Constable, NWROCU and Regional Collaborations.

c) Other Contacts:

Within NW ROCU and NW Regional Forces:

Regular contact and/or attendance at meetings with Police Officers of all ranks, Police Staff of all grades and embedded partner agencies and units within NW ROCU and NW Regional Forces.

Outside NW ROCU and NW Regional Forces:

Regular contact and/or attendance at meetings with other Forces and Regional Organised Crime Units as well as NCA and other Law Enforcement Agencies where appropriate and brief personnel on intelligence products or other relevant matters when necessary.

5. CONTEXT:

(a) Operating Environment: (Services provided, work patterns, who are the customers)

The post holder is required to work those hours deemed necessary in the role. This could be normal office hours or extended depending upon the demands of the investigation or intervention required.

The post holder offers advice, guidance and support in relation to sensitive and confidential operational issues. This service is available at all times to operation officers/managers/supervisors, NPCC and other partners.



(b) **Framework and Boundaries:**

The post holder has to work within the boundaries of legislation, College of Policing capabilities and definitions, to NPCC and other guidelines and all relevant procedures, also taking into account relationships within private sector bodies.

6. DIMENSIONS:

Financial: The post holder is responsible for the allocation of financial resources, NWROCU budget in the excess of £22m.

Staff: The post holder has collective responsibility for all NWROCU staff.

Other:

7. JOB CHALLENGES

Strategic management of personnel and financial resources to ensure the efficient and effective functionality of NWROCU.

The ability to work on numerous concurrent issues, under pressure, whilst maintaining work of the highest standards.

Effective media management.

Case Law and legislation have a significant impact upon the types of investigations carried out, particularly in relation to informants, use of technical equipment, intrusive surveillance and disclosure.

8. ADDITIONAL INFORMATION:

The Post Holder must maintain confidentiality and trust at all times and on all matters in dealing with issues of a sensitive and / or confidential nature.

Post holder must be prepared to be DV Vetted, Management Vetted, SC security cleared (SC Enhanced) and STRAP briefed and may depending on where the Post Holder is located and responsibilities of role, be required to be subject to additional vetting checks. They must be subject to Section 19 RIPA briefed by appropriate agencies or be willing to complete briefings as required.