



NORTH WEST
ROCU
REGIONAL ORGANISED CRIME UNIT

Protecting communities in the North
West from serious and organised
crime.

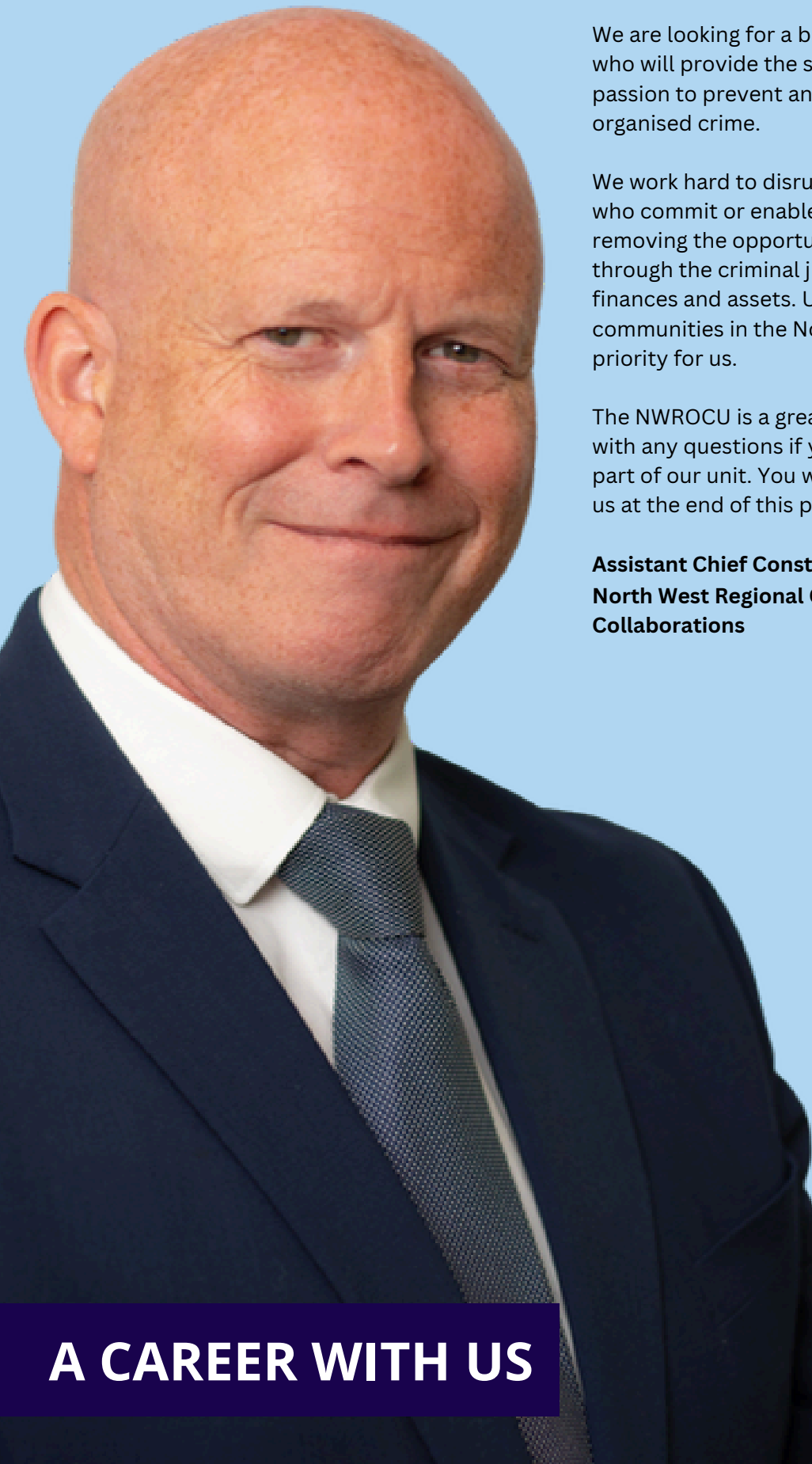


ABOUT US

The North West Regional Organised Crime Unit (NWROCU) provides specialist capabilities to tackle serious and organised crime that crosses borders in the region.

We are a collaboration between the six North West police forces of Cheshire, Cumbria, Greater Manchester, Lancashire, Merseyside, and North Wales. Our unit comprises staff who provide niche and specialist skills and additional resources to tackle the threat, harm, and risk of serious and organised crime across our region.

Our mission is simple; to protect our communities within the North West from serious and organised crime. We achieve this by working with our partners including UK Border Force, HM Revenue and Customs (HMRC), UK Visas and Immigration (UKVI), the National Crime Agency (NCA), and the Crown Prosecution Service (CPS) to gather intelligence, cracking the most serious and organised crime networks and then seizing the assets of the criminals involved.



Are you interested in being a part of the NWROCU to join the fight against serious organised crime across the North West?

We are looking for a broad spectrum of people to join us who will provide the skills and passion to prevent and defend against serious and organised crime.

We work hard to disrupt the networks and individuals who commit or enable serious organised crime by removing the opportunities they exploit, putting them through the criminal justice system, and going after their finances and assets. Ultimately, protecting the communities in the North West is the number one priority for us.

The NWROCU is a great place to work. Please contact us with any questions if you are interested in becoming part of our unit. You will find details on how to contact us at the end of this pack.

Assistant Chief Constable Rowan Moore
North West Regional Organised Crime Unit & Regional Collaborations

A CAREER WITH US

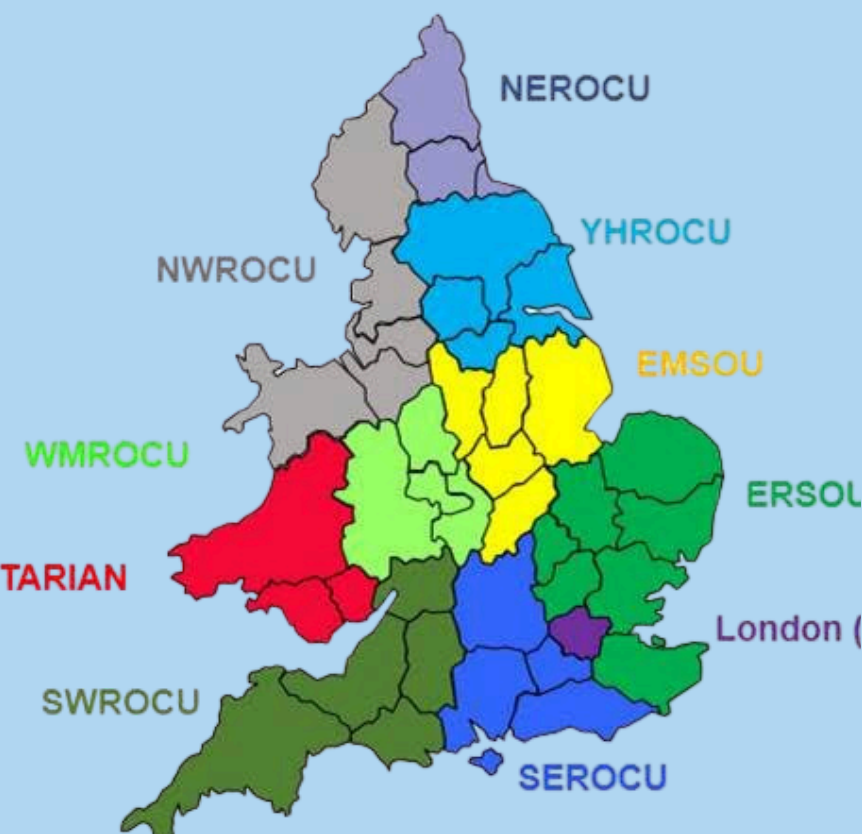
THE NATIONAL PICTURE FOR SOC

“Serious and organised crime affects more UK citizens, more often, than any other national security threat and leads to more deaths in the UK each year than all other national security threats combined. It costs the UK at least £37 billion annually. It has a corrosive impact on our public services, communities, reputation and way of life. Crime is now lower than it was in 2010, although we are also aware that since 2014 there have been genuine increases in some low volume, high harm offences. The National Crime Agency (NCA) assesses that the threat from serious and organised crime is increasing and serious and organised criminals are continually looking for ways to sexually or otherwise exploit new victims and novel methods to make money, particularly online.”

The Serious and Organised Crime Strategy 2018

The UK response is to disrupt and target the highest harm serious and organised criminals and networks by:

1. Relentless disruption and targeted action against the highest harm serious and organised criminals and networks
2. Building the highest levels of defence and resilience in vulnerable people, communities, businesses and systems
3. Stopping the problem at source, identifying and supporting those at risk of engaging in criminality
4. Establishing a single, whole-system approach.



Regional Organised Crime Units (ROCU) were set up as part of a national network to tackle serious and organised crime. They work with police forces across the country, the National Crime Agency (NCA), and other national law enforcement agencies to tackle serious and organised crime.

The North West Regional Organised Crime Unit (NWROCU) is one of nine ROCUs in the UK. It is a police unit responsible for delivering specialist and niche capabilities to Cheshire Police, Cumbria Police, Greater Manchester Police, Lancashire Police, Merseyside Police, and North Wales Police.

OUR ESTATE

To attract staff from across the region, we have expanded our estate to support growth, increase our footprint, and enable more agile working across the North West.

While our main operational site is based in Warrington, Cheshire, we now have a growing number of satellite offices located in each of our six force areas.





OUR CAPABILITIES

Our core capabilities are structured into four thematic portfolios, each led by a detective superintendent or police staff equivalent. These portfolios are; Intelligence and Harm Reduction, Operations, Cyber & Economic, and Enabling Services. Below is an overview of some of our teams.

INTELLIGENCE & HARM REDUCTION

Regional Prison Intelligence Unit (RPIU)

The RPIU's role is to exploit intelligence that exists within the prison service environment, and other institutions to disrupt the activities of subjects who present the highest threat and risk in relation to national security, counter terrorism, and serious and organised crime.

Regional Technical Surveillance Unit (RTSU)

The RTSU provide a comprehensive, specialist technical capability to North West police forces, specialist investigative teams, and law enforcement agencies.

Modern Slavery & Organised Immigration Crime Team (MSOIC)

The team provide tactical advice and support to the six North West police forces to deliver the National Policing Modern Slavery Action Plan across the region.

Foreign National Offender Team

The team conduct collaborative intelligence led policing within the North West region to tackle Foreign National Offending.

County Lines Coordination Team

The team provide tactical advice and support to police forces, law enforcement partners, and regional investigative syndicates whilst delivering on any national requirements.

They work with forces and other relevant partners, including non-governmental organisations and Regional Intelligence Bureaus to help build a more complete picture of the county lines threat across the regions.

Research & Analysis

We have a wide range of tactical and strategic researcher and analyst roles in the NWROCU. They are responsible for supporting operations and producing analytical products to identify the threat, harm, and risk to drive the current intelligence requirement for SOC.

OPERATIONS

Regional Undercover Unit (RUU)

The RUU provide a dedicated undercover capability to the six North West police forces for advanced, foundation, and online undercover operations.

Proactive Operational Taskforce Teams

Teams based across the region to support proactive operations and investigations that fall into the threat, risk, and harm category. Their focus, whilst not solely, will be on regional activity.



OUR CAPABILITIES

CYBER & ECONOMIC

Regional Economic Crime Unit (ECU)

The ECU is made up of six different teams:

- **Regional Asset Recovery Team (RART)** - provide financial intelligence and investigation development in support of operational activity
- **Regional Fraud Team (RFT)** - conduct investigations against organised crime groups or individuals identified as being involved in high level fraud
- **Asset Confiscation & Enforcement Team (ACE)** - enforce confiscation orders obtained by all law enforcement agencies to maximise the disruptive impact on criminals. They achieve this by recovering assets to compensate victims and to remove criminal capital from the economy
- **Proactive Economic Crime Team (PECT)** - a joint team with the City of London Police to target and pursue organised crime groups perpetuating volume fraud
- **Suspicious Activity Reports (SARS)** - SARS teams were formed to hit serious and organised criminals where it hurts the most – their money and assets.

Regional Cyber Crime Unit (RCCU)

The Unit tackles cyber-dependent crime and the most complex, serious cyber-enabled crime. It is made up of the Cyber Pursue, Protect, and Prevent capabilities.

The Pursue Team specialise in tracking down those engaged in the most serious computer attack enquiries. This involves targeting those involved in large scale computer malware attacks, hacking, network intrusions, and denial of service attacks (DDOS). Their work also targets large scale computer fraud and criminal activity on the darkweb marketplace.

Protect Officers work with businesses, industry, government, and law enforcement agencies to increase cyber-crime awareness and resilience to cyber threats.

Prevent Officers work in offender management and engage with subjects involved in cyber crime or are on the verge of cyber crime, to deter them and provide positive diversions away from cyber crime. They also deliver prevent messages to schools, universities, businesses, and others within the wider cyber communities.

ENABLING SERVICES

The team provide the supporting infrastructure and business services to all areas of the NWROCU and includes; Corporate Support, Governance & Change, Finance and Procurement, Human Resources, Leadership & Development, Digital Transformation and Strategy, Communications, Administration, Estates, and Vehicle Fleet Management.



We asked some of our staff to talk about their role and what it's like working at the NWROCU:

Hi, I'm Lee and I'm a Technical Surveillance Officer at the NWROCU.

My role is to provide specialist support to ongoing operations involving serious crime in the North West.

The NWROCU is an amalgamation of forces in the North West of England and we abide by the four P's policy; PROTECT, PREVENT, PURSUE and PREPARE. My team provides a crucial but unseen service to communities all over the North West.

The role of a Technical Surveillance Officer is so diverse that each day brings new challenges. No day is ever the same in the Technical Surveillance Unit (TSU).

I joined the NWROCU from the private sector and my background was in IT and dental technology. In this era of ever-changing technology my particular skill set has helped to widen our team's capability. Working as a team is key to the successful outcomes achieved and therefore each team members skill and knowledge is invaluable. Throughout the TSU hubs we have officers with backgrounds such as mechanics, truck fitters and electricians. We also have officers that have come from the armed forces. All members of our regional team are friendly, approachable, and able to help if required.

I work in a team comprising of experienced police officers and police staff. When I started the role, I didn't necessarily have the full skills required, however, the NWROCU has provided me with the relevant training and peer support.

I pride myself in my work and always give 100%. No task is beneath me and If I'm ever not sure on something there is always someone on hand to give me advice. In my opinion, to do this role you need to be resilient, creative, and a good trouble shooter. We are a covert unit and I've enjoyed learning new skills alien to me whilst trying to remain "invisible" on a busy high street.

Joining the NWROCU and in particular the TSU has been a fantastic career choice for me. It has pushed me out of my comfort zone learning new skills that I can take forward within the team and help develop my career.

Hi I'm Will and I'm a Financial Investigator at the NWROCU.

My role is to calculate the benefit figure obtained through criminality. I then locate and restrain the assets owned by criminals, allowing those ill-gotten assets to be sold and the funds returned to the Crown. These funds are then distributed into various worthwhile government budgets.

I also conduct civil investigations under the Proceeds of Crime Act into cash detentions, listed assets and account freezing orders.

Working for a regional organisation I attend many networking groups and sessions with partners such as The UK Financial Intelligence Unit, NCA Money Laundering Cadre, Foreign Law Enforcement Community, NHS Financial Investigations, High Street Banking Networks and Europol.

I have been in this position for nearly three years. Throughout my time at the NWORCU, I've excelled and flourished and have attended mandatory courses which has enabled me to be proficient in my role. I have also been encouraged and gifted the opportunity to further my career attending additional training courses. I am trusted and empowered to work

Hi, I'm Sarah and I'm an Intelligence Analyst at the NWROCU.

I'm an Intelligence Analyst at the NWROCU working specifically within vulnerabilities and exploitation.

My job role can change daily, depending on what area I'm working within and what the current operational demands are. Part of my role is to liaise with the six North West forces, ensuring easy communication across these forces and with other regions within the UK, whilst continuously assessing new trends or patterns within the forces which may have been seen elsewhere.

I provide analytical support and advice to these forces when requested, with the aim of working collaboratively to help bridge intelligence gaps and any insight into the relevant crime area. Part of this requires interpretation and analysis of large data sets which can span across multiple forces with years' worth of data, in order to determine where threat, risk and harm may sit within that force and identify any ongoing problem areas.

I conduct communication analysis, which may be for intelligence or evidential purposes to assist and provide direction to operational activity. I provide analysis to a number of operations at any given time, which range across different serious and organised crime types, which often require dynamic assessment, practical solutions, and recommendations to effectively disrupt the criminal activity and dismantle the organised crime groups inflicting harm in our region.

In order to do this role, I received initial training in intelligence and analysis alongside other training opportunities and continuous professional development events. I am City and Guilds accredited in interpreting differing communication data types. I am also working towards IPP certification which will recognise and reward my competence as analyst working within intelligence.

Hi. I'm Lindsay and I'm a Researcher at the NWROCU.

I'm an Intelligence Researcher seconded from Lancashire Police to the NWROCU since January 2017, working with the Regional Intelligence Unit.

Working at the NWROCU has many advantages for me, including a great work life balance. I'm currently on a flexible working agreement due to my disability which I feel is continuously supported by NWROCU and Lancashire. This is important to me, and enables me to work flexibly to my specific needs, whilst also maintaining competence and feeling valued in my role.

I see my role within the Regional Intelligence Unit as central to the NWROCU. I provide research assistance across all capabilities, and have great working relationships with police officers and staff because of this. I have mentored many colleagues and encouraged them to train and learn all aspects of the role and how to portray themselves in a professional manner whilst representing the NWROCU.

An average day in the role of an Intelligence Researcher entails researching the crimes, incidents and intelligence within our six forces, preparing a daily briefing document and presenting this information and sharing with forces and partner agencies. Additionally, I research and create subject profiles of nominals believed to be involved in serious and organised crime which are used by NWROCU capabilities to have a clear picture of the organised crime groups operating within our region. I also scan Intelligence and incidents on force systems to provide accurate and relevant data that NWROCU threat Analyst can rely on to analyse the current threat picture.

I find the NWROCU a great place to work with many friendly and helpful colleagues.



Hi, I'm Gemma and I'm a HR Resourcing Officer at the NWROCU.

My role involves providing a support service to all Human Resourcing matters within the organisation. This encompasses the entire employee life cycle, such as recruitment, supporting well-being and absence management.

No two days are the same as a HR Officer, and I learn something new about the organisation and the people within it every day. The role also includes providing advice and guidance to line managers and individuals on policy and procedure within the organisation. As a team we also liaise with all the regional forces, ensuring the best support and guidance is provided. I take pride in knowing my role assists the organisation in achieving against our 'Plan on a Page' and 'Behaviour Framework'.

Prior to joining the NWROCU I worked within hospitality management. To say there's a difference in job role is an understatement, but the HR Team have provided great training and development opportunities for me to be the best I can be and are supportive for my areas of development. Every person within the HR Team has a different background, but we are passionate about our roles and work well as a team to assist the organisation in achieving. We often take part in CPD workshops to share ideas on how we can improve the services we provide.

To be successful as a HR Officer within the NWROCU, you need to have high attention to detail and be a problem solver. Having good communication skills and investigating issues are also key skills in providing the best advice and guidance to all the capabilities.

Hi, I'm Sam and I'm a police staff member working in the Digital Forensic Unit at the NWROCU.

I am currently working in the role of Technical Manager - responsible for supporting the continuous development and welfare of digital forensics staff. I support and work closely with the Digital Forensic Quality Manager to ensure compliance to ISO 17025 and the latest FSR codes.

I joined the NWROCU as a Cyber Investigator, seconded from GMP. Working at the NWROCU has allowed me to progress my digital forensics skills, exposing me to tools with which I wasn't familiar with. As the Digital Forensics Unit sits within the Cyber Crime Unit, I have been exposed to and involved with numerous cyber crime operations which has expanded my knowledge of this area of policing.

There are lots of police staff opportunities within the Cyber Crime Team - many of which offer training and development opportunities. To support me in my current role of Technical Manager, my supervisor has arranged for me to attend several training courses in relation to ISO 17025. This will help me to fill my knowledge gaps in this area and allow me to successfully carry out my job role of supporting the Quality Manager.

Hi, I'm Sue and I'm a Business Support Officer at the NWROCU.

The reason I joined the NWROCU was because I was looking for a change in my role after 19 years in the same unit and I wanted to be part of a team that supports officers and staff to carry out their roles in protecting the North West from Serious and Organised crime. Also, on a personal level the role provides me with a better work life balance.

Our role varies on a day-to-day basis from procurement, invoicing and receipting of goods and orders, to making sure that we have sufficient supplies and equipment for our staff to booking travel and accommodation. We deal with finance and also provide fleet vehicles ensuring that they are maintained on regular basis. We are also a central point of contact for all staff and visitors and deal with any estate maintenance issues when they arise.

During my time at NWROCU, I have attended courses and received training in relation to my job role but I am also aware that I can request training that would help me progress within the unit.





INTERESTED

IN A CAREER

WITH US?



VACANCIES:

Our current vacancies are listed on Merseyside Police Careers Page
<https://jobs.merseyside.police.uk>

To find roles in the NWROCU, simply enter 'NWROCU' in the search bar once you're in the recruitment portal. You can also register for alerts to stay informed about future opportunities.

If your application is successful, you will become an employee of Merseyside Police, seconded to the North West Regional Organised Crime Unit.

SECONDMENTS

If you are a police staff member from one of our North West police forces, please apply for our vacancies via your home force's internal recruitment portal, as advertised on your internal vacancy pages.

SUPPORTING YOU



We are committed to recruiting, attracting, and retaining a diverse and talented workforce, ensuring NWROCU is an inclusive place to work, where people feel valued, supported, and empowered to be themselves.

We continually invest and prioritise the health and wellbeing of our staff, enabling them to lead healthy lives and make informed choices that support their overall wellbeing.

We've established strong links across the region to ensure staff are supported and signposted to both internal and external services, including Oscar Kilo, MIND, MHFA England, and The Ben Fund.

Our Peer Support Network

We're extremely proud of our 'Peer Support Network' (PSN). The network is made up of NWROCU employees, many trained by Mental Health First Aid England, who offer social, emotional, and practical support to our staff when they need it.

Developing our staff

We are committed to innovation and building the right skills and capabilities to help our people grow. We encourage a culture where individuals take ownership of their development, supported by a wide range of operational, professional, and personal development opportunities.

We offer training opportunities to ensure everyone has the tools and knowledge to succeed in their roles. Career pathways are available across our capabilities, including specialist training in areas such as financial investigation and surveillance.



VETTING

Everyone in the police service is expected to uphold the highest ethical and professional standards and act with integrity at all times. This is essential to maintaining public confidence in the service.

As part of the NWROCU application process, all applicants are required to undergo vetting. During this process, you'll be asked to disclose relevant information about the behaviour of your family and friends. This is to ensure that you are not vulnerable to coercion, extortion, or blackmail. If you're ever unsure about whether to disclose something, it's always best to include it.

All of our roles require Management Vetting (MV) and Security Check (SC) clearance to be maintained. Some specialist roles may also require Developed Vetting (DV) clearance.

A breakdown of these vetting levels is provided below.

Management Vetting (MV)

All police personnel with long-term, frequent, and uncontrolled access to SECRET and occasional access to TOP SECRET assets or information should hold MV. This level of vetting is valid for seven years.

Certain posts will require **National Security Vetting (NSV)** in addition to police vetting. This is renewable every ten years. NSV is administered and completed by the UK National Security Vetting Service (NSVS). There are three levels of NSV applicable to police forces, two of which are relevant to ROCUs.

Security Check (SC)

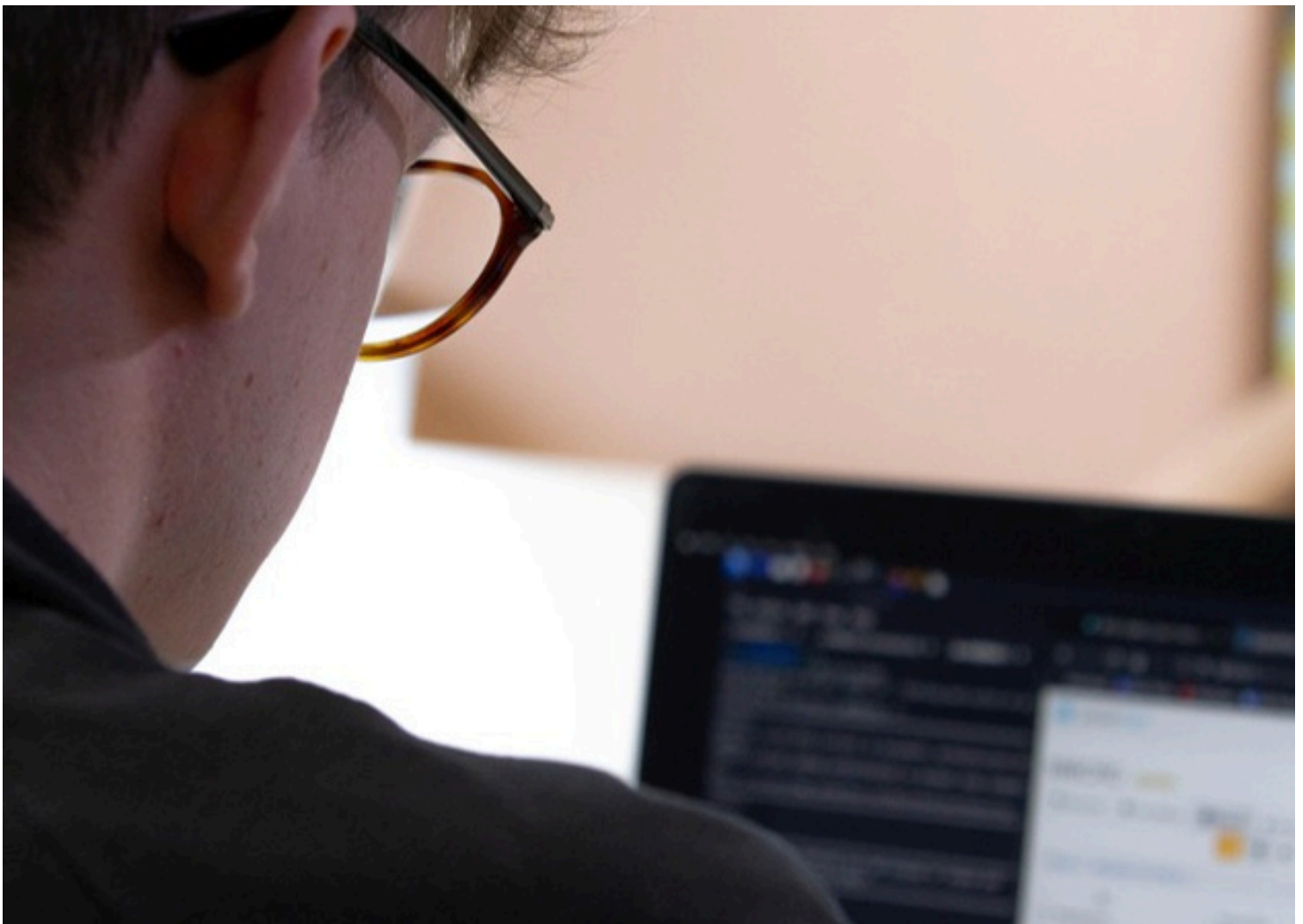
This level of vetting is required for roles that involve long term frequent access to 'Secret' government assets and occasional 'Top-Secret. Individuals requiring SC vetting must obtain MV vetting first. The two vetting levels run alongside each other. This level of vetting is valid for ten years.

Developed Vetting (DV)

This level of vetting is required for individuals who have long term frequent access to 'Top Secret' national security or government assets. Individuals requiring DV vetting must obtain SC vetting first, This level of vetting is valid for seven years.

Here are some tips when completing your vetting forms:

- Make sure you provide a full address history
- Provide full details of partner/ spouse and family members, including stepfamily and half siblings
- Declare all previous interactions with the police. All police involvement is recorded on police systems, so if you fail to declare it, your honesty and integrity will come into question
- Be honest – declare all convictions, cautions and involvement in criminal investigations
- Include details of any criminal associates
- Can't remember or provide specific details? Include a rationale detailing why
- Check your credit history and make sure it's up to date before applying to the NWROCU. You can request your own free credit report - search 'free credit report' online for options
- Make sure all County Court Judgements (CCJs) are satisfied
- Got any payment plans in place? Provide up-to-date Individual Voluntary Arrangement (IVA) documents to show you're not defaulting on payments
- Check your emails and your 'junk/spam' folder regularly. It's an easy way to ensure you're not missing any communications from the force vetting officers.



Once the vetting process is complete, a start date will be agreed. This date will be scheduled to ensure your first week aligns with our Onboarding Programme - a structured welcome for all new starters to the NWROCU.

Purpose of the Onboarding Programme

Our programme is designed to lay a strong foundation for a successful career at the ROCU by helping new colleagues settle in quickly and begin contributing effectively.

Effective Integration

We want every new colleague to feel welcomed and included from day one. The programme emphasises relationship-building and meaningful conversations to help foster a strong sense of connection and belonging.

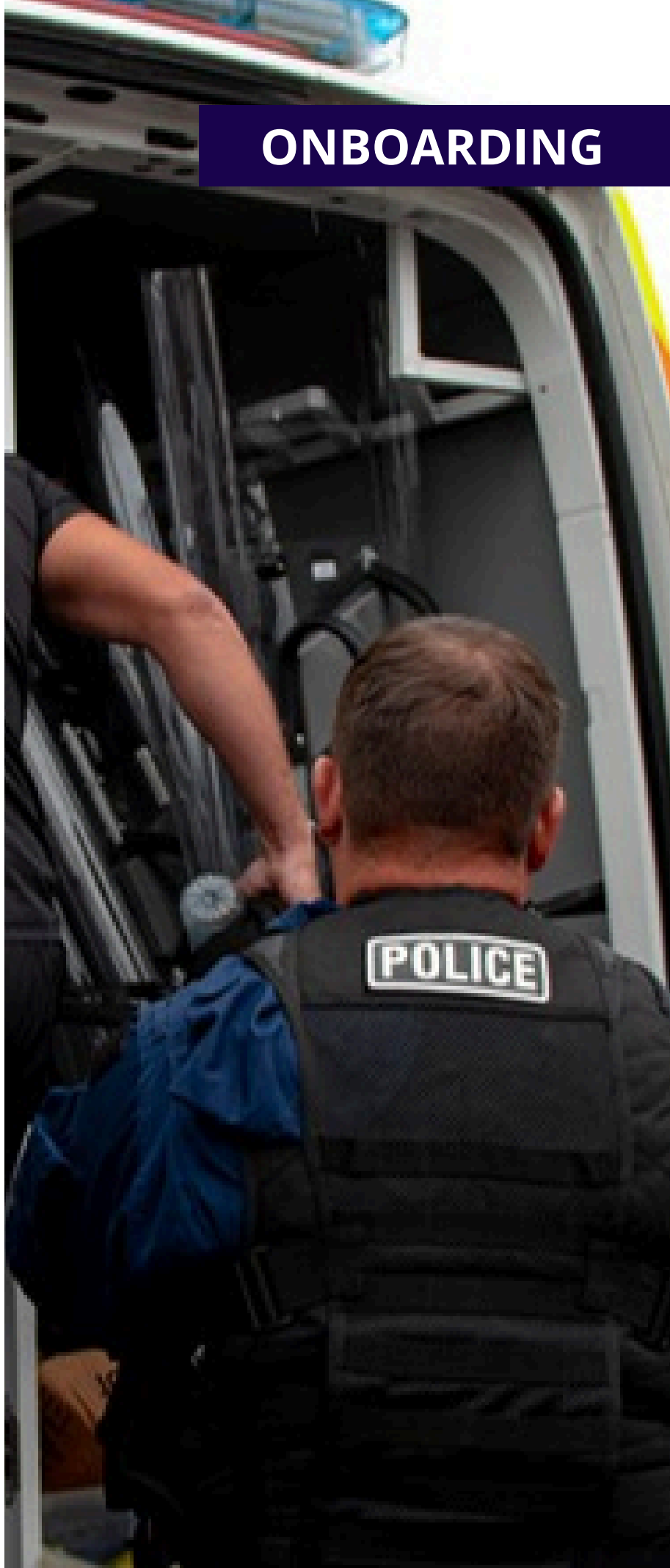
Effective Engagement

We want new starters to be enthusiastic and confident in their role. The programme helps them understand The ROCU Way, clarifies their responsibilities and shows how their work contributes to the wider NWROCU mission.

Effective Delivery

It's important that new colleagues are equipped to deliver in their role from the outset. We ensure they have the tools and support they need, while also creating opportunities for them to demonstrate their skills and feel valued.

ONBOARDING



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