

JOB DESCRIPTION QUESTIONNAIRE (J.D.Q.)

HMI CATEGORY CODE:

DIRECTORATE: NORTH WEST REGIONAL ORGANISED CRIME UNIT

AREA/DEPT: Regional Crime Unit - Operations

FAU:

SECTION:

JOB TITLE: **DETECTIVE INSPECTOR**

REPORTS TO: Detective Chief Inspector

CURRENT RANK/GRADE: **DETECTIVE INSPECTOR**

DATE: NOVEMBER 2024

1. JOB PURPOSE: (Briefly state your job's overall objectives. To.....")

To act as Senior Investigating Officer (SIO) in relation to investigations targeting identified level 2 organised crime groups as allocated to the RCU through the regional tasking and coordination process.

To ensure investigations are conducted within clearly defined terms of reference as set by the Operations Manager, and that agreed objectives are met upon their conclusion.

To lead and develop a team of experienced detectives, ensuring continuity of capability and capacity through effective management and staff development

To maintain the reputation and standing of NWROCU amongst constituent forces and partner LEAs through engagement and close

2. PRINCIPAL ACCOUNTABILITIES:

(Describe the important end results you are expected to achieve).

- a) Conduct proactive investigations within the boundaries of existing legal frameworks and professional guidelines. Employ varied covert tactics appropriately ensuring their integrity is maintained.
- b) Ensure investigations are conducted within identified and agreed terms of reference and due consideration is given to best value principles throughout.
- c) Identify opportunities and formulate tactics to restrain and recover criminal assets wherever possible and compatible with investigative strategies.
- d) Formulate and deliver a multi-agency interventions plan to compliment the pro-active investigative strategy. Seek to work alongside partner agencies and groups in delivering this plan.
- e) Be fully conversant with the procedures relating to the handling of sensitive intelligence having consideration to the restrictions and implications on prosecution cases.

- f) Contribute to the NWROCU management team to implement, maintain and improve operational capability of the department tackling Level 2 criminality across the North West region.
- g) Ensure the development of a team ethos through effective management of welfare, diversity, morale and development of staff to promote an efficient, competent workforce.
- h) Contribute to the positive reputation of NWROCU amongst partner LEAs and communities on a wider level.
- i) Develop effective working relationships with Regional and SOCA based intelligence sources to ensure intelligence gathering opportunities are maximised in support of ongoing operations.
- j) Be accountable for all Health and Safety issues, to include risk assessment pertaining to the post holder's area of responsibility in order to fulfil the statutory obligations of the Health and Safety at Work Act 1974.
- k) Ensure that staff are MoPI trained in accordance with the National Learning & Development Strategy and that all responsibilities are undertaken in relation to information management, data quality, and information sharing, intelligence and information security in accordance with the ACPO Guidance on the Management of Police Information in order to comply with the Statutory Code of Practice.

3(a). KNOWLEDGE AND EXPERIENCE:

(What kind of knowledge, skills and experience are necessary to enable satisfactory performance in the job and why are they necessary?).

Inherent knowledge of PACE, RIPA, ECHR and Health and Safety legislation.

Previous experience of leading Level 2 operations and investigations from cradle to grave and a proven track record of success in this field.

History of positive leadership skills and experience, allied to an ability to motivate a team effectively.

Essential PIP 2 Supervisor qualification
Desirable PIP 2 Manager qualification

Knowledge of capabilities, practices and procedures of specialist resources and an ability to demonstrate how such resources have been used to compliment an ongoing investigation effectively.

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

The post requires all the powers of the Criminal Law, especially PACE, RIPA. These powers are essential requirements.

4. RELATIONSHIPS:

a) Supervisory responsibilities:

Day to day supervision of a team of operational detectives, providing recognition for good work or ideas, ensuring effective and efficient performance and identifying good work or ideas. Also to take responsibility for development of staff under their control. Equally the post holder will be expected to challenge inappropriate behaviour and deal with poor performance

b) Supervision Received:

Regular contact with Detective Chief Inspector and Detective Superintendent regarding investigative strategies, case progress and resource matters. It is expected this contact will be two-way and that the post holder will work with SLT to implement policies and processes as necessary.

c) Other Contacts:

i. Within Regional Forces:

Regional Intelligence Unit, Regional Forces, SOCA, HMRC, UKBA, Crown Prosecution Service, HM Prison Service, North West Regional Assets Recovery Team, Other Forces/outside agencies as required

ii. Outside Region:

Outside Forces, CPS, HM Revenue & Customs, SOCA regarding Target Operations, Interpol enquiries & major incident enquiries, UKBA, Foreign Law Enforcement agencies, RART, RIU

5. CONTEXT:

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

Provide a support service to Regional Forces re the investigation of Level Two Operations, working a flexible shift pattern. Must be available on occasion to be called out at short notice and work long hours to provide this support.

(b) Framework and Boundaries: (Policies and procedures which affect you and how these can be changed).

Services provided are investigating Level Two criminality. Wide ranging enquiries covering all aspects of criminal law.

Required to work a basic day shift Monday to Friday, however on some operations extended hours are required. All deviations from core shift will be as per regulations.

The ability to travel on ROCU business is required and as such the possession of a full driving licence is essential.

(c) Organisation: (For each type of post that reports directly to you, outline below the posts overall responsibilities).

Detective Sergeants within the unit act as deputy SIOs and team leaders dealing with day to day supervision of the operational teams. Sergeants should support the SIO in delivery of operational objectives.

6. DIMENSIONS: (Indicate in quantitative terms, key areas on which your job has an impact).

Financial: Although having no direct budget responsibility, Inspectors will be expected to make decisions having cognisance of best value principles.

Staff: The post holder will be expected to lead a team of officers and deliver agreed objectives as per agreed terms of reference.

The post holder will also be responsible for ensuring a cohesive and effective team ethos is maintained through effective management and staff development.

Other: The staff member may be required to operate across the NW region, nationally or internationally dependant on the nature of the investigation and demands of the role.

7. JOB CHALLENGES (Describe the most challenging or complex parts of your job).

The nature of investigations undertaken by NWROCU can be very fluid and demanding, therefore a high degree of flexibility and resilience is required from staff.

The purpose of NWROCU is to investigate and dismantle the highest echelon of OCG operating within the NW Region. Consequently the likelihood of operating covertly in close proximity to serious and potentially violent criminals is high. Officers should be aware of this and be prepared to meet such challenges.

8. ADDITIONAL INFORMATION: (Provide any further information, not included in your previous answers, which you consider would assist others to achieve a better understanding of your job).

Vetting to the appropriate level will be required prior to joining NWROCU

The post holder is required to hold a full driving licence.