



**PROTECTING OUR  
COMMUNITIES FROM  
SERIOUS AND  
ORGANISED CRIME**



**NORTH WEST  
REGIONAL  
ORGANISED  
CRIME UNIT**



# ABOUT US

**The North West Regional Organised Crime Unit (NW ROCU) 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 in Cheshire, Cumbria, Greater Manchester, Lancashire, Merseyside and North Wales, made up of 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.

The mission of our unit is simple; to protect our communities within the North West from serious and organised crime. We do this by working with our partners including UK Border Force, HM Revenue and Customs (HMRC), 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 North West Regional Organised Crime Unit (NWROCU), but don't think that you have the right skills or qualities?

We have a number of different capabilities within the NWROCU and offer a wealth of career options for officers and staff. Our intelligence capability is central to our work, to help us understand the strategic picture as well as tactically managing and exploiting sensitive intelligence opportunities. We also provide specialist investigative capabilities across many crime type areas including cyber and economic crime. We provide covert capabilities to support both regionally and locally led operations, for example undercover work and technical support.



## A CAREER WITH US

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 our NWROCU.

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 Jo Edwards**

# 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.

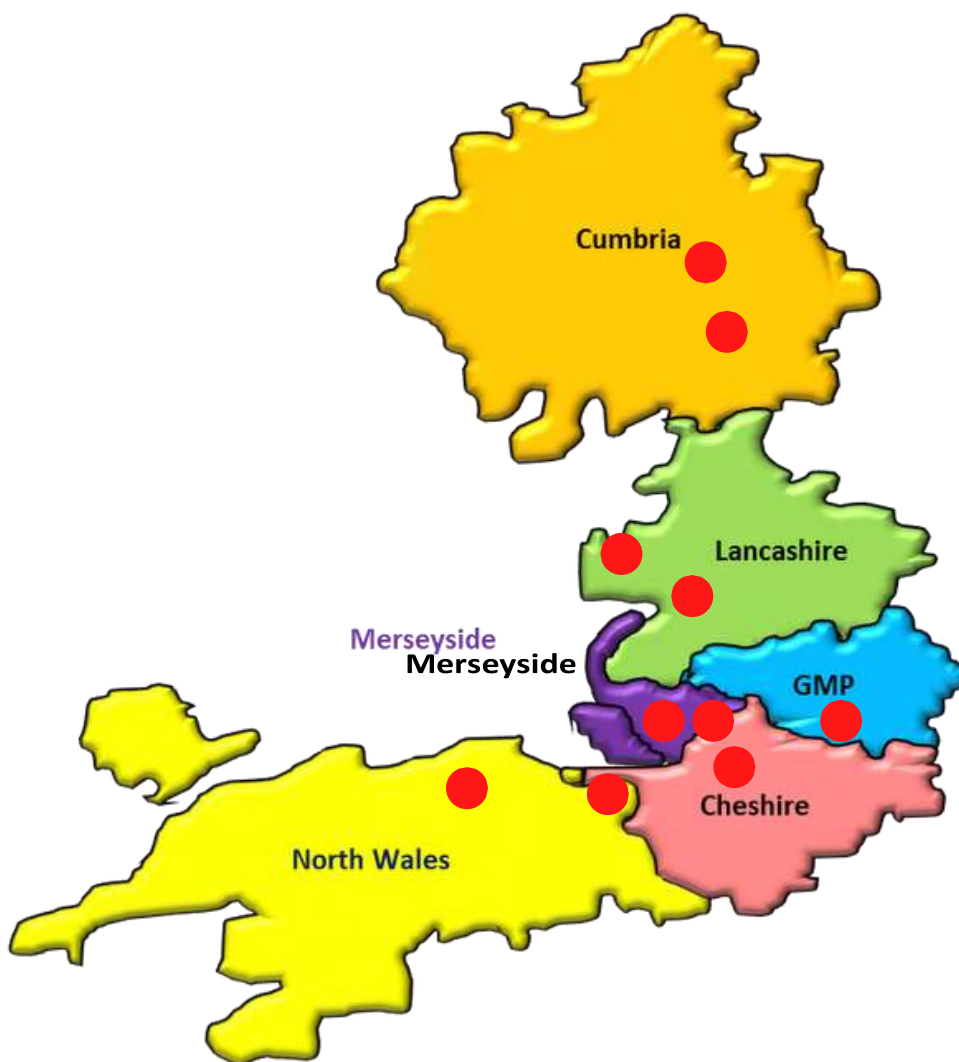
The North West Regional Organised Crime Unit (NWROCU) is one of nine ROCUs in the UK. It's a police unit responsible for delivering specialist and niche capabilities to Cheshire Police, Cumbria Police, Greater Manchester Police, Lancashire Police, Merseyside Police and North Wales Police.



# OUR ESTATE

We are currently expanding our estate to accommodate growth and increase our footprint and ability to work agilely across the North West to attract staff from across the region.

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



Our core capabilities are split into three thematic portfolios which are led by a Detective Superintendent or police staff equivalent; intelligence and harm reduction, operations and Enabling Services. Below is an overview of some of our teams but full details of all of our capabilities, what they do and how the team can be contacted can be found in our 'Core Capabilities' document hosted on the NWROCU pages of force intranet sites.

## **INTELLIGENCE & HARM REDUCTION**

**Development & Disruption Team** The Development and Disruption Team develop

intelligence about organised crime/ OCG's to create an intelligence product to support forces, ROCU departments or partners for full



# OUR CAPABILITIES

investigation. The team will also engage with partners to target and disrupt OCG's in support of force priorities.

**Regional Prison Intelligence Unit (RPIU)** The RPIU's role is to exploit intelligence that exists within the prison service environment and other institutions, in order 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 the North West forces,

- specialist investigative teams and law enforcement agencies.

**Modern Slavery & Organised Immigration Crime**

- **Team**

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

**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

- researcher and analyst roles in the ROCU. 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 forces for advanced, foundation and online undercover operations.

**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 **Police Intellectual Property Crime Unit (PIPCU)** - a specialist police team dedicated to protecting UK industries that produce legitimate, high quality, physical goods from intellectual property crime and combating online digital piracy where it impacts upon the UK 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.



# OUR CAPABILITIES

## ***Proactive Operational Taskforce Teams -***

**Regional Cyber Crime Unit (RCCU)** The unit tackles cyber-dependent crime and the most complex and serious cyberenabled crime. It's made up of the Cyber Pursue Team, Cyber 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 support proactive operations and investigations that fall into the threat, risk and harm category. Their focus, whilst not solely, will be on regional activity. and Vehicle Fleet Management.

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

## **ENABLING SERVICES**

The team provide the supporting infrastructure and business services to all areas of the ROCU and includes; Corporate Support, Governance & Change, Finance and Procurement, Human Resources, Leadership & Development, Digital

Transformation and Strategy,

Communications, Administration, Estates

# CASE STUDIES

**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 for 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 Support Unit. I joined the NWROCU from the private sector my background was 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 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 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.

**I'm Charlotte, a Detective Constable in the South Operations Team.**

I joined the ROCU's South Operations Team at the beginning of this year as part of the Police NOW programme. I come from a background of main office CID and Public Protection investigations at North Wales Police. Our team specifically are a covert operational investigative team and typically have two or three different investigations on the go at any one time. Alongside our own investigation, we support our local forces operationally, by deploying to assist with things like warrants and action days.

While I had been interested in proactive policing and organised crime since joining the police, I was initially quite hesitant to apply as I was conscious that I might not have enough years in service or experience to join the ROCU as I am only in my third year as an officer. During the application process I spoke with officers from my own force's serious and organised crime unit as well as contacting the DCI in the ROCU who would manage the team, and they all said years in service wouldn't be a barrier to applying, but that being keen and willing to get stuck in and learn would get you a long way.

Since being successful in my application, I've definitely found this to be the case. Prior to joining this team I didn't have any specific training in covert policing or surveillance. Everyone in the team however comes from different policing backgrounds with different skills, and any training specific to your role that you need is supported and arranged by the ROCU. I'd really encourage anyone thinking of applying, but who has doubts over things like experience, training, or flexibility to have a conversation with someone in the ROCU as this was something that really helped me during the application process.

I think there's a bit of a perception with being in the ROCU that you're on call 24/7 and there's little flexibility for people with families, but the majority of the team here all have quite busy family lives and while yes there does have to be a degree of flexibility by the team, my DS and the ROCU generally have been super supportive with accommodating not just family bits and pieces but other personal commitments too.

The ROCU is a really great and welcoming place to work, so I would really recommend anyone thinking of applying to just go for it and put an application in.





## INTERESTED IN A CAREER WITH US?

Here at the NWROCU, we welcome applicants at all stages of their career. We will accept applications regardless of length of service, you just need to be confirmed in rank. Each opportunity is advertised against a role specific job description which details the essential or desirable knowledge, skills and experience required.

If you are interested in finding out more about secondments to the NWROCU, please contact our HR team on [ROCU.Careers@nwrocu.police.uk](mailto:ROCU.Careers@nwrocu.police.uk).

They will be able to answer any queries and direct you to a member of staff if there is a particular capability you want to know more about.

### **VACANCIES:**

To find out more about current ROCU vacancies please see your local home force job vacancy boards where all ROCU vacancies are published. Here you will find an advert outlining details of the opportunity together with a job description and ROCU application form. There will also be contact details of someone who you can contact to find out more about the role.

Completed applications are submitted through your home force HR team. On receipt of applications the ROCU will commence the selection processes which varies depending on the role. Selection may include an structured interview and for some roles there may be an assessment as part of the process. Full details will be communicated ahead of any process.

External vacancies are advertised on the career page of the Merseyside Police website <https://jobs.merseyside.police.uk>

If you would like to receive updates on our vacancies, email [ROCU.Careers@nwrocu.police.uk](mailto:ROCU.Careers@nwrocu.police.uk) and request to be added to our distribution list.

### **SECONDMENTS**

The ROCU is not an employer so when you join the ROCU you will be seconded from your home force and remain an employee of your home force for the duration of the secondment.

We recruit , attract and retain diverse and talented individuals, ensuring the NWROCU is an inclusive place to work, where people can develop , feel valued, are supported and can be themselves.



# SUPPORTING YOU

We continually invest and prioritise the health and wellbeing of our people to enable them to lead healthy lives and make choices that support their wellbeing.

Establishing strong links across the region to ensure we support and signpost our staff to services internally within our forces and externally including Oscar Kilo, MIND and the Ben Fund.

## **Our Peer Support Network**


We're extremely proud of our 'Peer Support Network' (PSN) - a key part of our developing People and Wellbeing Strategy. The network consists of NWROCU employees, many of which are Mental Health First Aid England trained, who are able to offer social, emotional and practical support and advice to our staff.

## **Developing our staff**

We drive innovation, building and maintaining the right skills and capabilities to enable our staff to learn and develop.

We encourage a culture where people take responsibility for their own development in addition to providing opportunities for operational, professional and personal development. We offer training opportunities to ensure everyone has the skills and training to perform their role.

We also offer career pathways and training opportunities across our capabilities for example; the PIP1 to PIP2 programme, financial investigation and surveillance training.



# VETTING AND ONBOARDING

Everyone in the police service must maintain high ethical and professional standards and act with the utmost integrity. This is crucial in ensuring that public confidence in the service is maintained.

Vetting clearances must be granted before an individual is appointed to the NWROCU. All of our roles require MV and SC vetting with some specialist roles also requiring DV clearance.

## **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 7 years

Certain posts will require **National Security Vetting (NSV)** in addition to Police Vetting. This is renewable every 10 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 employment in designated Posts 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 10 years.

## **Developed Vetting (DV)**

This level of Vetting is required for individuals who has 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 7 years.

## **Onboarding**

Once the vetting process has been completed, our Business Support Team will set you up on our systems in readiness for when you join us.

You will be allocated a 'buddy' and can expect to receive a structured induction including an introduction to the ROCU as well as capability and role specific induction and training.