SOUTH YORKSHIRE POLICE PERSON SPECIFICATION

DEPT/DISTRICT: Information Systems	**POST TITLE:** Senior Engineer (Technical Security)

GRADE: Band E	**LOCATION: Nunnery Square/Melton**

The behaviours used for shortlisting can also be tested as interview questions. Interview questions will also be drawn from the behaviours not previously used for shortlisting purposes.

Key:

AF	**Application Form**
R	**References**
OT	**Occupational Testing**
I	**Interview**
CQ	**Certificate of Qualification**

* In the event of a large number of applicants who meet the essential criteria, desirable criteria will be used as a further shortlisting tool.

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED	SHORT LISTING CRITERIA
SPECIALIST KNOWLEDGE REQUIRED FOR THE ROLE				
A good understanding of corporate IT security risks and risk management.		✓	AF, I	✓
Knowledge and experience of networking, server or IT security management. (MCSE, CCNA or equivalent would be desirable)	✓		AF, I, CQ	✓
Understanding of security technologies including Penetration Testing. With experience delivering subsequent mitigation/remediation plans.	✓		AF, I	✓
Experience working to national CoCo compliance requirements set by Home Office or other highly regulated environments.		✓	AF, I	*
Experience leading security incidents.		✓	AF, I	*
Experience in the management of multiple small projects, and work streams.		✓	AF	*
Understanding of IT Security good practice and policies.	✓		AF, I	✓
Ability to travel (between HP and SYP).	✓		AF	✓
Experience working in an information security role.		✓	AF, R	*

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED	SHORT LISTING CRITERIA
Ability to engage and coordinate objectives through other teams or departments.	✓		AF, I	*
<u>CRITERIA</u>	<u>ESSENTIAL</u>	<u>DESIRABLE</u>	<u>HOW IDENTIFIED</u>	<u>SHORT LISTING CRITERIA</u>
BEHAVIOUR 1 **Respect for Race and Diversity (A)** Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their race, religion, position, background, circumstances, status or appearance.				
Is polite, tolerant and patient with people inside and outside the organisation, treating them with respect and dignity.	✓		AF	✓
Listens to and values other's views and opinions.	✓		AF	✓
BEHAVIOUR 2 *Problem Solving (B)* Gathers information from a range of sources. Analyses information to identify problems and issues, and makes effective decisions.				
Carries out research to identify relevant facts that are not immediately available.	✓		AF	✓
Analyses information carefully to make sure it has not been misunderstood.	✓		AF	✓
BEHAVIOUR 3 *Openness to Change) (C)* Recognises and responds to the need for change, and uses it to improve organisational performance.				
Is flexible and prepared to change their approach to best suit the circumstances.	✓		AF	✓
Suggests changes to existing systems and other initiatives to achieve improvements	✓		AF	✓
BEHAVIOUR 4 *Planning & Organising (B)* Plans, organises and supervises activities to make sure resources are used efficiently and effectively to achieve organisational goals.				
Makes sure people have a workload that is manageable and fair, as well as being challenging.	✓		AF	✓
Manages so that only necessary expenses are incurred and reduces costs.	✓		AF	✓

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BEHAVIOUR 5

Effective Communication (B)

Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on.

Clearly communicates needs and instructions	✓		AF	✓
Supports arguments and recommendations effectively in writing	✓		AF	✓

BEHAVIOUR 6

Team Working (C)

Develops strong working relationships inside and outside the team to achieve common goals. Breaks down barriers between groups and involves others in discussions and decisions.

BEHAVIOUR 7

Personal Responsibility (B)

Takes personal responsibility for making things happen and achieving results. Displays motivation, commitment, perseverance and conscientiousness. Acts with a high degree of integrity.

WFP 13 Dec 17