Sensitive Intelligence Development Sergeant

District/Department	SCS	Rank/Grade	DS/PS

Role purpose:	The role holder will be responsible for the day-to-day management of the Sensitive Intelligence Development Unit, supporting proactive and reactive operations by the gathering, analysing, developing, and disseminating covertly obtained intelligence in the furtherance of stated operational objectives using a range of available resources.

Summary of main duties

- Supervise Constables and Staff to deliver the effective management of Sensitive Intelligence
- Supervise the Handling of Sensitive Intelligence by ensuring covertly obtained intelligence, including time sensitive intelligence, is received, and processed in accordance with national guidance.
- Assess Threat, Risk and Harm within Intelligence reports and make timely decisions about its management, sanitisation and dissemination.
- Ensure intelligence is recorded, stored, and managed in accordance with the information handling process in a way appropriate to its source, sensitivity and security classification.
- Manage the assessment of the sensitivity and reliability of received intelligence in line with the information handling process; and ensure items of intelligence are shared across the law enforcement community unless there is an overriding reason not to do so.
- Provide advice and guidance to SIO's to ensure all product and covertly sourced intelligence is appropriately handled and exploited.
- Manage the identification of and response to opportunities for the development of sensitive Intelligence to build on the available intelligence product.
- Supervise and manage intelligence development and surveillance operations in line with legislation and force processes
- Engage with local and regional partners to share knowledge, enhance capabilities and improve our operational response.
- Present and participate at meetings as necessary, including briefing investigative teams, and other organisational, regional, and national meetings where necessary.

Competencies/behaviours	

*Please access Toolkits on the HR Services intranet page and refer to the **Competency and Values** for a definition of the values and essential behaviours for each required competency level.*

*Alternatively you can also access the College of Policing website (via Google Chrome) and refer to the **Competency and Values** for a definition of the values and essential behaviours for each required competency level.*

Competency	CVF Level Level 1 – Practitioner Level 2 – Supervisor/Middle Manager Level 3 – Senior Manager/Executive
We are emotionally aware	2
We take ownership	2
We are collaborative	2
We deliver, support and inspire	2
We analyse critically	2
We are innovative and open-minded	2
Core values for ALL employees:	
Integrity Impartiality	Public Service Transparency

Education, Qualifications, Skills and Experience (Outline the skills and educational and qualification requirements to be able to fulfil the role, this criteria should be considered as part of an individual's PDR)

Essential criteria

- Have an understanding of current investigative methods and tactics, CPIA and disclosure requirements
- Excellent communication skills and diplomacy
- Knowledge of the relevant law from Part 1 of RIPA, IPA 2006 & Police Act 1997
- Proficient in the use of IT, Policing Systems and Microsoft Office
- The post holder will be required to successfully achieve and maintain security vetting in line with the post requirements
- Be willing to complete training in line with the requirements of the role, some Travel and out of force training may be required

Desirable criteria

- Internal - Willing to work towards the PS to DS Conversation Pathway to become PIP2 accredited in the near future.
- External - Completed a CID foundation course or successfully completed the ICIDP, or Willing to work towards the PS to DS Conversation Pathway to become PIP2 accredited in the near future.
- Previous experience developing & handling intelligence
- Previous experience working in a covert environment or with covert assets