



Role Profile

C9224 PO3-6 Reg Tech Surveillance Off

Role Description

To undertake sensitive and covert Deployments in both compliant and intrusive environments, installing a range of authorised Technical Equipment to tackle all levels of crime and to support investigations into serious and organised criminality in the South West Region

Main Responsibilities

- To deploy and install a range of authorised Technical Equipment including visual imagery, audio technology, technical observation points, static and discrete CCTV, asset tracking, and audio and data exploitation
- To assist with the day to day running of the Regional TSU and the local TSU footprint as delegated by the RTSU Manager, acting within the best interests of the RTSU at all times and to advise, supervise and direct other TSU Technicians within the working parameters of the law
- Carry out planning and preparation of techniques and equipment to satisfy operational objectives.
- Develop risk assessments, method statements and carry out technical feasibility studies for consideration of operational leads/SIOs, Authorising Officers and Chief Officers
- Consults with the Operational Lead, SIO and other Senior Officers in order to provide specialist technical advice regarding the strategic planning of sensitive operations and investigations and solutions to meet sensitive operational and investigative needs.
- To act as an operational single point of contact for the TSU and liaise directly with the Ground Commander when deployed in order to provide specialist advice regarding the deployment and relevant tactics
- To promote the unit and assist and guide front-line Police Officers and Police Staff in the deployment of technical surveillance equipment
- Analyse, assess and interpret all Authorities received to verify the correct level of endorsement for the equipment requested.
- Liaise with the Senior Responsible Officers and the Covert Authorities Bureau to ensure compliance with current legislation and in relation to the equipment used
- Ensure all work is carried out within the requirements of the legal framework, the Authorised Professional Practice, national guidelines, legislation and regional policies and procedure
- Ensure that Product is suitable for use in a court of law and to attend to provide expert testimony if required
- To assist and advise in the procurement of consumables and technical equipment as instructed by the RTSU Manager in accordance with Force Policy and seeking advice where necessary
- To research and evaluate current and emerging technology, liaising with manufacturers and service providers and keeping abreast of advancements in technical surveillance equipment
- To undertake the first-line maintenance, repair and testing of all technical equipment and related IT systems when preparing for a deployment
- To assist with the maintenance of a computerised inventory of equipment, records of authorities, applications, renewals and refusals for court disclosure purposes
- To travel and deploy across the South West Region and nationally as required in response to operational demands and to attend meetings

Rank\Scale

PO 3-6

Reports To

C9180 PO 8-11 TSU Manager

Supervisory Responsibility

No direct reports but as TSU Ground Commander may have delegated responsibility for direction of colleagues whilst deployed.

Additional Information



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The postholder may be required to work in environments such as working at heights or in confined spaces and using power tools or chemicals. The appropriate training will be provided and the necessary health and safety requirements applied.

Avon and Somerset Constabulary are committed to the principles of Equal Opportunities for all and welcome applications from minority groups including disabled people.

Reasonable adjustments

Following consideration, reasonable adjustments will be implemented to enable disabled staff covered by the provisions of the Equality Act to undertake the core duties and responsibilities of a post in line with the Equality and Human Rights Commission (EHRC) guidance and code of practice on employment.

Additional Responsibilities:

You may be required to perform other duties which are not necessarily specified on the role profile, but which are commensurate with the responsibilities of the role holder.

Security Vetting:

It is the policy of the Avon & Somerset Constabulary to conduct security checks on all staff in line with the National Vetting Policy.

Experience and Qualifications

Essential-

- HND or HNC (or recognised BTEC) in electronics, radio or telecommunications or relevant workplace experience and ability to demonstrate up to date knowledge of relevant technologies;
- Previous knowledge/experience of at least one of the following: video, audio, optics, alarm, telecommunications, location and positioning equipment, information communication technology, mobile telephony, IP or WIFI technology
- Experience of working in a technical environment
- Excellent communication skills, both written and verbal, with ability to advise and influence to achieve objectives
- Ability to work autonomously in a challenging environment and make decisions balancing operational considerations against risk
- Excellent problem solving skills with ability to develop technical and practical solutions
- Ability to deal with multiple demands under considerable time pressures
- Detailed knowledge or computer systems used with specialist technical equipment and competent in the use of Microsoft Word, Outlook and Excel
- Awareness of workplace health & safety issues, specifically related to Health and Safety Regulations
- Demonstrate understanding of relevant legislation in connection with technical surveillance techniques (RIPA, Police Act, APP, ACPO Surveillance Manual of Standards and ECHR Act)
- Full driving licence or be able to travel around the region by other means

Desirable:

- Certificate for electrical systems (16th Edition IEE Regs or above)
- Experience of working at heights or confined spaces
- Experience of working in a policing, law enforcement or military environment
- Ability to deliver briefings at all levels
- Understanding of Data Protection/Freedom of Information issues.

This post has been designated as requiring the following vetting levels in accordance with the National Vetting Policy - Police Management Vetting (MV) And National Security Vetting - Security Clearance Level (SC).

Shortlisting

SHORTLIST

Criteria relevant to the job



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ESSENTIAL

Requirements necessary for safe and effective performance in the job

ADDITIONAL/USEFUL

Where available, elements that contribute to improved/immediate performance in the job

Qualifications

QE1

HND/HNC (or recognised BTEC) in Electronics, radio or telecommunications or relevant workplace experience and ability to demonstrate up to date knowledge of relevant technologies

QA1

Certificate for electrical systems (16th Edition IEE Regs or above)

Experience

EE1

Previous knowledge/experience of at least one of the following:-

Video / Audio / Optics / Alarms / Telecommunications / Location & positioning equipment / Information communication technology / mobile telephony / IP or WIFI technology

EA1

Experience of working at heights or confined spaces

EE2

Experience of working in a technical environment

EA2

Experience of working in a policing, law enforcement or military environment

EE3

Excellent communication skills, both written and verbal, with ability to advise and influence to



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achieve objectives

EA3

Ability to deliver briefings at all levels

EE4

Ability to work autonomously in a challenging environment and make decisions balancing operational considerations against risk

EA4

Understanding of Data Protection/Freedom of Information issues.

EE5

Excellent problem solving skills with ability to develop technical and practical solutions

EE6

Ability to deal with multiple demands under considerable time pressures

EE7

Detailed knowledge of computer systems used with specialist technical equipment and competent in the use of Microsoft Word, Outlook and Excel

EE8

Demonstrate understanding of relevant legislation in connection with technical surveillance techniques (RIPA, Police Act, APP, ACPO Surveillance Manual of Standards and ECHR Act)

EE9

Full driving license or be able to travel around the region by other means



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Skills

Skill Category	Skill Name	Skill Level	Skill Description	For PDR
Core Values	Impartiality	Supervisory/Middle Manager	Behaviours: <ul style="list-style-type: none"> • I take into account individual needs and requirements in all of my actions • I understand that treating everyone fairly does not mean everyone is treated the same • I always give people an equal opportunity to express their views • I communicate with everyone, making sure the most relevant message is provided to all • I value everyone's views and opinions by actively listening to understand their perspective • I make fair and objective decisions using the best available evidence • I enable everyone to have equal access to services and information, where appropriate 	No
Core Values	Integrity	Supervisory/Middle Manager	Behaviours: <ul style="list-style-type: none"> • I always act in line with the values of the police service and the Code of Ethics for the benefit of the public • I demonstrate courage in doing the right thing, even in challenging situations • I enhance the reputation of my organisation and the wider police service through my actions and behaviours • I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations • I am open and responsive to challenge about my actions and words • I declare any conflicts of interest at the earliest opportunity • I am respectful of the authority and influence my position gives me • I use resources effectively and efficiently and not for personal benefit 	No
Core Values	Public Service	Supervisory/Middle Manager	Behaviours: <ul style="list-style-type: none"> • I act in the interest of the public, first and foremost • I am motivated by serving the public, ensuring that I provide the best service possible at all times • I seek to understand the needs of others to act in their best interests • I adapt to address the needs and concerns of different communities • I tailor my communication to be appropriate and respectful to my audience • I take into consideration how others want to be treated when interacting with them • I treat people respectfully regardless of the circumstances • I share credit with everyone involved in delivering services 	No



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Core Values	Transparency	Supervisory/Middle Manager	Behaviours: <ul style="list-style-type: none"> • I ensure that my decision-making rationale is clear and considered so that it is easily understood by others • I am clear and comprehensive when communicating with others • I am open and honest about my areas for development and I strive to improve • I give an accurate representation of my actions and records • I recognise the value of feedback and act on it • I give constructive and accurate feedback • I represent the opinions of others accurately and consistently • I am consistent and truthful in my communications • I maintain confidentiality appropriately 	No
Intelligent, Creative and Informed Policing	We analyse critically	Supervisory/Middle Manager	I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.	No



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Inclusive, Enabling and Visionary Leadership	We are collaborative	Supervisory/Middle Manager	<p>I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions.</p> <p>I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve.</p> <p>I understand the local partnership context, helping me to use a range of tailored steps to build support.</p> <p>I work with our partners to decide who is best placed to take the lead on initiatives.</p> <p>I try to anticipate our partners' needs and take action to address these.</p> <p>I do not make assumptions. I check that our partners are getting what they need from the police service.</p> <p>I build commitment from others (including the public) to work together to deliver agreed outcomes.</p>	No
Resolute, Compassionate and Committed	We are emotionally aware	Supervisory/Middle Manager	<p>I consider the perspectives of people from a wide range of backgrounds before taking action.</p> <p>I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome.</p> <p>I promote a culture that values diversity and encourages challenge.</p> <p>I encourage reflective practice among others and take the time to support others to understand reactions and behaviours.</p> <p>I take responsibility for helping to ensure the emotional wellbeing of those in my teams.</p> <p>I take the responsibility to deal with any inappropriate behaviours.</p>	No



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Intelligent, Creative and Informed Policing	We are innovative and open-minded	Supervisory/Middle Manager	<p>I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing.</p> <p>I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population.</p> <p>I am flexible in my approach, changing my plans to make sure that I have the best impact.</p> <p>I encourage others to be creative and take appropriate risks.</p> <p>I share my explorations and understanding of the wider internal and external environment.</p>	No
Inclusive, Enabling and Visionary Leadership	We deliver, support and inspire	Supervisory/Middle Manager	<p>I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context.</p> <p>I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform.</p> <p>I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support.</p> <p>I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas.</p> <p>I keep track of changes in the external environment, anticipating both the short and long-term implications for the police service.</p> <p>I motivate and inspire others to achieve their best.</p>	No
Resolute, Compassionate and Committed	We take ownership	Supervisory/Middle Manager	<p>I proactively create a culture of ownership within my areas of work and support others to display personal responsibility.</p> <p>I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas.</p> <p>I am accountable for the decisions my team make and the activities within our teams.</p> <p>I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly.</p> <p>I actively encourage and support learning within my teams and colleagues.</p>	No

NOS



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NOS Unit	Unit Name	Unit Description