**ROLE PROFILE**

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| **Role Title:** | | Regional Targeted Equipment Interference (TEI) Technical Deployment Specialist | **Leadership level:** | *2* |
| **JRN:** | | 30474 | **Job family:** |  |
| **Band:** | | 9 | **Location:** | Location Based |
| **Allowances:** | | As per contract | **Politically restricted:** | No |
| **Department:** | | NEROCU | **Vetting level:** | MV, SC |
| **Reporting to:** | | Sergeant TEI Team | **Date published:** | April 2023 |
| **Posts responsible for:** | | None | | |
| **Part A – Job Description** | | | | |
| **Overall purpose of the role:** | | | | |
| To provide specialist support to operations in relation to Targeted Equipment Interference (TEI) empowered by the Investigatory Powers Act 2016 (IPA). The purpose of the TEI Technical Deployment role within the ROCU TEI Team is to identify and deploy tactical interference and digital monitoring solutions authorised by an IPA Targeted Equipment Interference warrant.  TEI Technical Deployment Specialists will collect, review and produce visualised intelligence or evidence in support of serious and organised crime enquires or complex investigations.  Contributing to the mission, vision and values of NEROCU, supporting the national TEI network with the deployment and development of technical digital capabilities as and when directed.  The role requires a high level of ICT and technical knowledge and skill. The role holder will consult, educate, and influence regional and national leaders (Chief Officers, senior officers/staff, Judicial Commissioners, and others) on the technical details of the development and deployment of advanced digital collection capabilities. Some of these will be novel and untested requiring the role holder to convey complex technical information and answer detailed questions in clear terms. | | | | |
| **Key responsibilities of the role:** | | | | |
| **1** | Work closely with Intelligence Development Officers, Senior Investigating Officers, and others, to provide advanced and specialised tactical technical advice and identify opportunities to provide access to Targeted Equipment Interference (TEI) and other advanced digital collection capabilities to fill intelligence gaps and achieve operational objectives. | | | |
| **2** | Create plans, risk assessments, method statements, and technical feasibility studies to deploy TEI and other advanced digital collection capabilities, briefing Chief Officers, senior officers/staff, and Judicial Commissioners on the technical details to ensure the correct authority is sought and approved with full understanding of all details. | | | |
| **3** | Analyse and assess all Authorities received to verify the correct level of endorsement and ensure all work is carried out within the requirements of the legal and professional frameworks. Liaise with NPCC, IPCO, Sensitive Intel Units, and Force Authorities Bureaus to ensure compliance with current legislation. | | | |
| **4** | Deploy, using covert methodologies, TEI and other advanced digital collection capabilities to gather intelligence and/or evidence. Responding dynamically to solve any problems or any changes in operational circumstances whilst ensuring full compliance with all authorities. | | | |
| **5** | Analysis and interpretation of technical data sets derived from TEI and other assets and methodologies to inform and enhance ongoing intelligence development. Manage TEI product and associated processes in line with CPIA, MOPI, and local/national RRD requirements. | | | |
| **6** | Analyse business requirements to identify unmet operational demands and intelligence requirements. Design, develop, test, implement, document, support, and maintain advanced technical solutions and covert methodologies to meet these demands and requirements in order to achieve the aims and objectives of investigations into Serious and Organised Crime. | | | |
| **7** | Develop collaborative working relationships within the Local, Regional, and National TEI communities to create and develop TEI capabilities for use by UK Law Enforcement across a range of crime types and establish best working practices/Standard Operating Procedures. | | | |
| **8** | Working co-operatively with the National TEI network and colleagues, contributing positively and constructively to achieve national and local TEI Team aims and objectives. | | | |
| **9** | Support the NEROCU TEI team effectively by working both with the team as directed by the Local TEI Team Supervisor, also be capable of working with limited supervision, planning and prioritising own workload. | | | |
| **Part B – Scope of contacts** | | | | |
| **Internal / External relationships:** | | | | |
| **Internal: Senior investigation Officers (SIOs) throughout the NE Region and UK. Covert Authority Bureaus, Various specialist teams throughout the region. Police Officers and Police Staff. Volunteers and Interns.**  **External: National TEI HUB, Investigatory Powers Commisoners Office (IPCO) Other ROCUS, Police forces and Academia.** | | | | |

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| **Part C – Competencies and Values** |
| **Northumbria competencies and values framework (NCVF)** |
| *Level – tbc* |

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| **Part D – Continuous Professional Development (CPD) role 6 months** *To be determined* | |
| **First 6 months** | |
| 1 | The postholder will be trained to a baseline of knowledge all TEI team members |
| 2 | RIPA/IPA and safeguarding training |
| 3 |  |
| 4 |  |
| **12 months and beyond** | |
| 5 | To be determined depending on current skills and abilities. Strengths and weaknesses. |
| 6 |  |
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**Part E - PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **How to be assessed** |
| Qualifications, knowledge and experience | Knowledge of emerging technology trends and how they impact on data collection capability with an experience in three of the following areas:     * Web technologies and cloud environments * System (Win, Linux, OSx) Administration * Network Administration * Database administration * Digital forensics * Network forensics (packet and traffic analysis) * Firmware / driver development * RF technologies (e.g. Wi-Fi, BLE) * Code review * Distributed application development   Please note no one individual is expected to have experience of all of the above. The team will collectively have a sufficient range of the above skills to undertake any relevant tasking.  Qualified to degree level or equivalent in a relevant subject.  Experience in one or more of the following:   * Programming in Python or an equivalent language (e.g. C#, C++, Java, SQL, Powershell, PHP, Ruby, Perl) * RF propagation   High level knowledge of TEI capability including operational use, development and deployment.  Knowledge of TEI community landscape and key organisations.  Knowledge of TEI functionality and capability within NPCC.  Good understanding of Sensitive Equity Protection. | An interest in technology that would demonstrate knowledge or interest in the following:     * Involvement in CTF events and similar platforms * OSINT * Anonymising technologies and techniques * Digital and/or analogue electronics, including microcontrollers * Virtualisation technologies * Systems Engineering * Practical Red/Blue teaming concepts   Understanding of how the multiple methods of TEI techniques can be applied consistently, structured cohesively together in line with national agreed operating models.  Have a genuine interest in technology, understands or seeks to understand how the technology at their disposal works, enjoys learning about new and improved technical assets and is keen to learn new skills showing a willingness to take on a technical challenge. | Application and interview |
| Planning and organising | The ability to work under pressure, prioritising workloads and working to tight timescales within a dynamic environment |  | Application/interview/  CPD |
| Problem solving and initiative | Ability to work remotely, under own initiative, and effectively as part of a team | A creative and innovative approach to capability development | Application/interview/  CPD |
| Management and teamwork | Flexibility and resilience – including working long or unsocial hours where required.  Ability to work as part of a small team. Deploying capability throughout the North East region. Possess full UK Driving Licence  Build and maintain strong relationships with Engineers across the Network to create and develop TEI capabilities for use by UK Law Enforcement across a range of crime types and establish best working practices/Standard Operating Procedures. | Previous experience of working in an environment requiring working unsociable hours.  Willingness to travel throughout the UK to attend training and capability development events. | Application/interview/  CPD |
| Communicating and influencing | Excellent verbal and written communication skills. Strong interpersonal and communication skills, able to communicate with and influence officers and staff of all ranks and experience. Able to present complex ideas to a varied audience and ensure understanding.  Support relationships between the technical TEI community and operational teams to maximise operational outcomes. | Previous experience of research and compiling reports. | Application/interview/  CPD |
| Other skills and behaviours | Display the highest levels of integrity with the ability to undertake sensitive enquiries with limited supervision.  Obtaining SC Vetting (willingness to undertake DV may be required). | Exhibit high standards of professionalism. Previous experience working with sensitive material. | Application/interview/  CPD |