JOB DESCRIPTION

COUNTER TERRORISM POLICING
EAST MIDLANDS

Role title:	Open Source Internet Intelligence Investigator
Grade and salary:	Grade H – Salary £28,359 - £35,307
Hours:	37 hours per week
Department or Division:	Counter Terrorism Policing – East Midlands
Location:	In the vicinity of J27, M1
Post reports to:	Internet Intelligence Supervisor (Sgt)
Suitable for job share or part-time:	Yes
Other considerations:	All successful applicants will be required to submit themselves for drug testing in line with the Force's Drug Policy.
	Please note that, due to the nature of security checks undertaken, applicants must have 5 years continuous residency in the UK up to the date of the application.
	The successful candidate will be required to work flexibly and at short notice on occasion, due to the operational requirements of a dynamic Counter Terrorism Intelligence Unit. They may be required to attend commitments at various locations both regionally and nationally dependant on operational necessity.
	Although this post has a central location within the Region, applicants must be flexible, as they may be required to work at various locations both regionally and nationally dependant on operational necessity.

PURPOSE AND DESCRIPTION OF JOB ROLE:

Throughout this job description we use the phrase Internet Intelligence/Investigation (abbreviated to III), this was previously known as "Open Source Investigation".

To carry out Internet Intelligence/Investigation (III) in compliance with the strategic and tactical aims and objectives of the department (CTP-EM).

To carry out III investigations to provide support to teams working on all four aspects of the CONTEST Counter- Terrorism strategy, providing information, advice and tactical support to colleagues across the department.

To provide professional oversight and direction to staff who are trained in Internet Intelligence/Investigation (III) Across the East Midlands region.

Maintain an up-to-date understanding of internet-based technology and emerging trends relating to covert user techniques, social media and mobile applications.

The post holder will access information that is sensitive on a regional and national basis. They will be expected to observe high levels of discretion and confidentiality. Staff are required to work in line with relevant police legislation/policies including Management of Police Information, Freedom of Information Act, Data Protection Act and the Official Secrets Act.

SPECIFIC ROLES AND RESPONSIBILITIES:

To investigate social media, monitoring profiles on strategic and operational threats for the CT environment, utilising software and analytical tools to identify threats, criminality and extremism that threaten the public and national security.

Use advanced open source research skills to investigate, collect and distribute relevant and quality intelligence from electronic sources relating to a suspect or any other entity of interest.

To work closely with other law enforcement partners and colleagues to support investigations through evidential capture and other key supportive tactics such as, III guidance, analytical profiling and internet investigations.

To carry out covert proactive intelligence and evidence gathering operations including the use of intrusive and non-intrusive surveillance in accordance with CPIA, RIPA and other relevant investigation.

To maintain an up-to-date understanding of digital and internet-based technology and emerging trends relating to covert user techniques, social media and mobile applications.

Provide tactical and technical advice, including writing policies for SIOs, to identify and exploit online opportunities in relation to new and existing operations, supporting, and working alongside other departments and as an operational team. To include working in support of the national III CT network requirements.

Assist pro-active and re-active counter terrorism investigations, producing evidence in a format acceptable to court as directed by the SIO and CPS. Liaise with the prosecution team and be able to present evidence in court, explaining the evidential recovery processes to confirm the validity and continuity of the evidence found.

To design and deliver appropriate online training to CT staff, to the required level and maintain a continuous development programme in order for individuals to operate online. Manage and audit the use/access to social media of all trained staff in accordance with relevant guidelines and legislation.

To provide III subject matter expert perspective and input into relevant regional and national projects and strategic threats, including attendance on national working groups. Work with partners, industry and academia to identify and exploit new techniques for gathering and analysing online intelligence / evidence.

To provide technical advice to assist colleagues to identify and explore online opportunities to reduce harm to the UK caused by Extremism.

Provide liaison with and oversight of commercial social media software providers, to ensure products are relevant, up to date and value for money.

Contribute to the production of III policy and promote the structure to colleagues within region.

SKILLS AND EXPERIENCE REQUIRED:

Essential:

- Significant experience of conducting online enquiries or research, particularly in relation to social media networks and telephonic applications pertaining to subjects of interest.

- Excellent IT skills and confidence, including expertise in common operating systems and applications.

- Qualifications, knowledge or interest in computer based or digital media investigations.

- Experience of data collection and research skills from multiple datasets and formulating logical conclusions in an information environment.

- Experience of preparation and dissemination of reports based on data collection and research, via a range of methods and to a range of audiences.

- Proven ability to prioritise demanding and competing workloads in high-pressure environments with minimal supervision.

- Display proven ability to identify and improve working practices to manage operational and organisational threats and risks.

- Knowledge and understanding of the Data Protection Act, Computer Misuse Act, European convention on Human Rights Articles (ECHR), RIPA.

- Experience of working in a dynamic environment with changing priorities.

- Hold a full driving licence and willing to travel on occasions both regionally and nationally.

- Be flexible in relation to working locations and be prepared to work temporarily at other locations within the region undertaking a similar role.

Desirable:

- Knowledge of the Counter Terrorism Intelligence structures, policies and procedures.

- Experience of working in a similar research environment in a large-scale organisation.

- Advanced III (Open Source) trained.

- Previous experience of supporting and advising colleagues in area of business.

- Preparation of reports on intelligence to support policing or similar law enforcement objectives.

- Dedication to continuous professional development, especially in relation to open source and technical techniques and skills.

- To have experience of the III landscape and be up to date with methods of investigation and research, to enable effective working within current policing guidelines.

PERSONAL QUALITIES:

We have identified nine competencies that help describe what effective behaviour looks like in Derbyshire Constabulary. These competencies illustrate how everyone understands what is expected of them in their day-to-day work:

Acting with Integrity: Is trusted and respected by others and is known as someone who does what they say they'll do. Understands the impact and consequences of doing (and being seen to do) the right thing, is happy to raise concerns and will challenge inappropriate or unethical behaviour.

Working with others: Works to develop a positive team spirit and appreciates the value different backgrounds and experience can contribute to team success. Is approachable and inspires others to do their best. Treats others with dignity and respect, and maintains a positive, friendly outlook. Appreciates the contributions of others – and lets them know.

Problem solving and innovation: Uses experience, creativity and common sense to solve problems practically and innovatively. Makes sure they fully understand the problem, its cause and implications. Seeks the input and views of others. Weighs up options to make sure the solution they choose is the most effective and makes good decisions in a timely way.

Planning and organising: Is clear about their goals and creates plans and processes that are targeted at the right priorities – those that will truly deliver the most value. Copes well with change and uncertainty, knows that it's not always possible to get the full picture or remove every risk before taking action.

Communicating and influencing: Presents written and verbal communication in a clear and effective way. Puts across points of view persuasively, but keeps an open mind and is willing to change their position if sound arguments are presented back.

Personal development: Takes opportunities to improve their skills, knowledge and experience. Gives and seeks constructive feedback to help them and others develop successfully.

Delivering results: Delivers what is needed when promised. Enjoys adding value, knows what needs to be done and stays focused. Identifies issues or obstacles that could prevent or delay getting things done and takes appropriate action.

Customer focus: Knows how they personally support the service we provide to the public. Is absolutely passionate about adding value for the public and internal stakeholders, improving processes and removing unnecessary cost and waste. Understands how their attitude and behaviour impacts on public perception of the service we provide.

Operational and technical awareness: Keeps well-informed and knows what internal and external factors could impact on our performance. Promotes and pushes activity that improves performance and our service to the public. Is knowledgeable and effective in their area of expertise.