[OFFICIAL]

**Job Description**

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| Job Title: | CTSFO Co-ordination & Development Team |
| Rank: | Inspector |
| Line Management: | Senior Manager – Band B |
| Secondment Term: | 24 months |
| Vetting Level: | SC |
| STRAP Required: | Yes |

**Job Summary**

The post holder will form part of a specialist national unit responsible for supporting a co-ordinated and interoperable UK wide armed policing response to terrorism, national security and other significant threats and risks. NAPCO (National Armed Policing Coordination Office) is responsible for a range of national policies and plans relating to armed policing, capability development across armed role profiles and supporting specialist armed operational activity occurring at a national level.

This role will include specific responsibility for the co-ordination and ongoing development of the national Counter Terrorism Specialist Firearms Officer (CTSFO) network. It will include:

* Operational coordination of national CTSFO network deployments
* Managing CTSFO network capability development projects and activity
* Managing CTSFO network elements of national exercises

NAPCO is formed of a combination of both seconded police officers and permanent police staff. A chief inspector or police staff equivalent heads each of the functions within the unit.

Unit members are based across the UK and as such, the role provides opportunities for remote working although frequent travel to London and across the UK will be required (including regular nights away from home). There may also be a requirement for occasional overseas travel.

The unit provide an on-call capability 24/7, and the post holder will be required to perform on-call duties as part of a rota.

It is essential that the post holder has previous experience as an operational firearms commander and/or as a firearms tactical advisor. They must also have experience of developing doctrine, policy and standard operating procedures and operating at a strategic level with senior leaders.

**Key Tasks**

The post holder will be required to do the following:

* Develop doctrine, policy and practice to support a coordinated and interoperable UK wide armed policing CT response
* Support the national coordination and tasking of CTSFO network and other armed assets (including specialist firearms commanders) to support operational deployments and relevant exercises
* Manage CTSFO capability development projects and activity, working in partnership with network SMEs and CTPHQ partners (e.g. Commercial and Finance departments)
* Support the national CTP Operational Development Unit (ODU) Exercise Team in respect of CT exercise planning and delivery
* Provide operational support to the Counter Terrorist National Operations Centre (CT NOC) and National Police Coordination Centre (NPoCC) re mobilisation of armed assets
* Develop and maintain effective working relationships with a variety of stakeholders including (but not limited to) the Ministry of Defence, Home Office and the Defence, Science & Technology Laboratory (DSTL)
* Represent NAPCO at a variety of meetings, committees and boards, both in person and remotely
* Undertake on-call duties as part of a national cadre
* Other tasks, as required, within NAPCO

**Essentials Experience:**

* Operational experience as an operational firearms commander and/or firearms tactical advisor
* Full Driving Licence
* Detailed knowledge & understanding of Armed Policing Authorised Professional Practice
* Experience of developing doctrine, policy and standard operating procedures
* Experience of operating at a strategic level with senior leaders
* Experience of managing key stakeholder groups
* Experience of working with teams to deliver successful business change and benefit realisation

**Desirables:**

* Operational experience as a SFO or CTSFO
* Occupationally competent tactical firearms commander
* Recognised training qualification (e.g. National Firearms Instructor and/or Level 4 Certificate in Education and Training)
* Recognised project management qualification (e.g. Prince2)
* Detailed knowledge & understanding of National Police Firearms Training Curriculum
* Detailed knowledge & understanding of the national Counter Terrorism Policing network
* Detailed knowledge & understanding of the national Counter Terrorism exercising programme.
* Experience of developing training curriculum
* Experience of working within a CT context
* Experience of working with external agencies

**Competency Values Framework**

Cluster – Resolute, compassionate and committed

* We are emotionally aware – Level 2

Cluster – Inclusive, enabling and visionary leadership

* We are collaborative - Level 2

Cluster – Intelligent, creative and informed policing

* We analyse critically - Level 3
* We are innovative and open minded - Level 3

Met Values

* Professionalism
* Integrity