

## Job Description Template Guidance

<b>A Post Details</b>	
Job Title: NPCC Staff Officer and Programme Manager – Less Lethal Weapons and Counter Drones	Grade: B004
Department:	Division: A Division
Reports to: Lucy D’Orsi – Chief Constable	Contract Type: Permanent
Level of Vetting: Select Vetting Level	Numbers in Post: One
<b>B Purpose of the Post</b>	
Include a short summary of why the post exists and key activities.	
<p>To support the Chief Constable in her role as NPCC Lead for two national policing projects: Less Lethal Weapons and Counter Drones:</p> <ul style="list-style-type: none"> <li>Less lethal weapons are of national significance in a routinely unarmed society. Countless lives have been saved as a result of less lethal technology. They bridge the gap between the baton and the bullet. Less lethal weapons are the most important and controversial weapons in policing. This will include oversight of an independent review of proportionality in use of taser.</li> <li>The UK was targeted with drone incursions at Gatwick airport in Dec 2018. The airport was ground to a halt at Christmas, thousands of family holidays were ruined and millions of pounds were lost in revenue. This role supports the NPCC lead in ensuring that there is a UK response and that this does not happen again.</li> </ul> <p>To design, develop and deliver the strategy, policy and operational approach to less lethal weapons and counter drones nationally. The role leads the engagement across all police forces, HM Government and other public and private sector organisations to ensure that legislative and policy changes are deliverable and effective from a policing perspective.</p>	
<b>C Dimensions of the Post</b>	
Include budgetary/financial or expenditure decisions & staff responsibilities.	
<p>Budgetary responsibility in liaison with Counter Terrorism Policing for Counter Drones. Manage the research budget provided by the Home Office for the Disproportionality Project.</p>	
<b>D Principal Accountabilities</b>	
<p>This section of the job description contains the job duties that are most important, the results the role must deliver. This section is key in describing the tasks the role will undertake. Only principal accountabilities should be listed, the list is not exhausted and should be succinct without repetition.</p>	

Manage the co-ordination of the *Independent Review into Disproportionate Effects of Use of Taser*, established to commission and review an extensive, independent programme of social research to explore the causes and consequences of racial disparities in the police use of Taser. Under the scrutiny of an Independent Research Advisory Panel, this work will provide an evidence base to identify and inform meaningful policy changes aimed at improving racial disproportionality.

Co-ordinate the National Taser Stakeholder Advisory Group (NTSAG), providing independent advice to the NPCC.

Manage the Counter Drones Project.

Increase the profile of the three programmes, establishing a strategic vision which clearly communicates the purpose and intent of the work to UK Policing, HM Government and international partners.

Provide continuous advice and briefing on behalf of the National Lead (BTP's Chief Constable), to ensure that the three programmes deliver, overcoming barriers and resolving tensions and conflict.

Coordinate multiple different projects that are currently managed at Superintendent level across UK Police Forces, ensuring that resources are appropriately allocated and prioritised, risks are managed and programme plans adjusted where needed.

Build an evidence base to support the strategy for the programmes, providing a baseline and methodology for measuring success.

The complexity of the role requires the skills, knowledge and experience of building strategic partnerships across policing and beyond. Often the technical nature of the role acts as a significant barrier, therefore it requires a skilled influencer who is able to translate complex technical language and requirements that enable senior leaders to both understand and commit to the change being proposed.

## E Decision Making

What decisions are the post-holder likely to make? For whom? Do they have a significant say in decisions or does this fall to a line manager / head of department? Would they be held accountable for the decision?

The post-holder has devolved authority to make decisions on behalf of the National lead (BTP's Chief Constable) in respect of testing of equipment, the future of technology and any other operational authority. There will be a need to get some decisions endorsed where there is a reputational or political risk.

The post-holder will provide media lines for a policing response to enquiries where appropriate.

The post-holder has responsibility for delivering and progressing the programmes of work, including in-flight decisions, however much of the strategic direction will come from BTP's Chief Constable.

## F Contact with Others

Include here who the post-holder will communicate with in other teams and departments and what the purpose of the contact is? Are they required to make external contact to fulfil their responsibilities and duties

Weekly contact with UK Chief Officers in order to secure resources, commitment and agreement around the policy direction for both the Less Lethal Weapon and Counter Drones programmes

Weekly to monthly contact with Senior Officials (Deputy Director and above) across HM Government (including Home Office, Department for Transport and Cabinet Office) to influence the design of future legislation and policy.

Weekly contact with the Review Chair and panel.

Monthly contact with cross-Government working groups, often chairing and leading, to engage and progress the programme from a commercial/procurement perspective, securing investment of both time and money.

Daily contact with the team working across the different programmes, providing leadership engagement, identifying what needs to be escalated and what can be managed internally.

The range and complexity of working relationships is significant; the post-holder is expected to regularly cooperate, engage, persuade and influence senior officials, Senior Officers in the armed forces and CEOs in organisations including NPCC, Home Office, FCO, College of Policing, MoD, HMIC, Independent Office for Police Conduct, Defence Science and Technology Laboratory, Scientific Advisory Committee on the Medical Implications of Less-Lethal Weapons, The British Military whilst also showcasing progress to international police forces in Japan, France, Germany, Holland, Norway and all the British Overseas Territories.

## G Essential Criteria

Essential criteria are those that are critical for the satisfactory performance of the job. The essential criteria are the qualifications and training, experience, skills or knowledge for the role. It is expected that applicants will meet all the essential criteria to be considered eligible for appointment

### Qualifications and Training:

Qualifications relate to what the postholder must have to do the job. It is expected that most jobs will require a level of formal qualification which must be stated. There may however be exceptional roles where experience and skills are the only key essential criteria.

Formal project or programme management, e.g. Managing Successful Programmes, PRINCE2 (or recognised industry equivalent qualification)

### Experience:

What experience is required to be successful in role. Can include achievements and accomplishments.

Experience of working in policing, a security agency or central government roles.

Experience of leading a programme of work without direct authority, building consensus and agreement where there may be competing priorities.

Experience of influencing, negotiating and challenging senior police officers (up to Chief Constable) and senior officials in Whitehall.

### Skills:

State essential skills needed for the role. Consider – Do they need prior experience, or can they learn on the job via on the job training?

<p>Experience of the complex technical, political and policing issues of counter drones and less lethal weapons is essential.</p> <p>Ability to organise and direct the work at both a strategic and operational level to ensure delivery of the two different programmes of work and the Independent Review.</p> <p>Analytical skills to be able to get to the heart of the problem, understand the causes and identify the right levers to be able to get delivery back on track.</p>
<p><b>Knowledge:</b> State any essential knowledge needed for the role.</p>
<p>Knowledge of armed policing and less lethal weapons (Taser) both operationally and strategically including policy implementation and training requirements.</p> <p>Knowledge of Counter Drone activities, including the strategic and legislative requirements to ensure effective policing across the UK.</p>
<p><b>Desirable criteria:</b> State no more than four desirable criteria statements.</p>
<p>Experience as a Police Officer Experience as a user and/or Instructor in Taser</p>
<p><b>H. Additional Information</b> Include information such as regular on-call activity, requirement to travel and frequency, overnight stay requirements, any uniform requirements etc</p>
<ul style="list-style-type: none"> <li>• Flexible to travel within the UK</li> </ul>
<p><b>For Panel to complete only:</b>  <b>Line Manager Approval:</b> Rachael Etebar 22/02/2021  <b>Panel Approval:</b> Reward Team  <b>Date:</b>05/02/2021</p>