



Role Profile

Role Profile Part 1			
Role title	Covert Operations Detective Inspector	Grade/Rank	Detective Inspector
Dept/Area	Intelligence and Serious & Organised Crime	Vetting Level	SC
Responsible to	Sensitive Intelligence DCI	Staff line managed	Hampshire Surveillance Unit, Complex Investigation Support Unit, Operational security advisor.
Reviewed by (Line Manager)	DCI Robert Harrington	Date	12/08/2025
Purpose of Job	To manage intelligence teams. To ensure operational effectiveness through leadership of covert capabilities. To foster regional collaboration and governance, providing oversight, quality assurance to covert policing aligned with force priorities. To manage daily intelligence requirements, providing resilience to intel SLT and to provide force support on the subject of covert tactics.		
Key Accountabilities	<ol style="list-style-type: none"> 1. To support the force's intelligence development and covert capabilities in delivering operational activity across HIOWC. 2. To supervise the HIOWC Surveillance Unit, the Complex Investigation Support Unit (CISU) and the Operational Security Advisor 3. To encourage regional collaboration through the Regional Surveillance Coordination Cell (RSCC) and build and maintain strong links to regional teams and partners, including the South East Technical Surveillance Unit, to use covert capabilities effectively for force priorities 4. To provide transparency and scrutiny to the teams' taskings, ensuring force priorities are met through prioritisation and de-confliction, escalating matters where necessary. 5. To support the duty intelligence Detective Inspector rota, managing and supervising daily demand of the intelligence department (such as threat to life incidents) and chairing the Intel Daily Management Meeting 6. Provide leadership resilience to the force intelligence bureau 		



Role Profile

	<p>7. To manage, drive and report on team performance in line with force and department priorities and objectives.</p> <p>8. To quality assure the effective deployment of the teams within the post-holders responsibility, in accordance with current legislation and the manual of standards. To include the provision of best evidence to investigations.</p> <p>9. Provide advice to Senior/Lead Investigating Officers and Investigators on the appropriate use of covert tactics to achieve investigative objectives.</p> <p>10. To chair covert capability and planning meetings as required.</p> <p>11. To provide central governance to covert operations deployed within force including the oversight of accreditation of covert skills.</p> <p>12. To lead on developing new covert capabilities and drive their use operationally</p> <p>13. To Identify opportunities and explore new ways of working and innovation in covert policing, providing critical thinking to identify solutions to problems in line with evidence based practice within the field of volume and serious complex investigations.</p> <p>14. Where required support the sensitive disclosure process and management of intelligence, processing sensitive material and managing product in consultation with the Investigation teams and Crown Prosecution Service, presenting in court where required in Public Interest Immunity hearings. and intelligence development teams.</p> <p>15. To give regular and effective service.</p> <p>Note: This role profile is designed to assist post holders with understanding what is expected of them in their role. Hampshire and Isle of Wight Constabulary may ask them to undertake other duties, as required, which are not necessarily specified on the role profile but which are commensurate with the grade of the post. The role profile itself may be amended from time to time within the scope and general level of responsibility attached to the post.</p>
<p>Additional Requirements</p>	<p>Follow GDPR guidelines and Constabulary policies in relation to accessing and handling personal data.</p> <p>The role holder may be required to visit various locations within Hampshire and the Isle of Wight, and must hold a current full driving</p>



Role Profile

licence and be prepared to take and pass a Force driving course if required.

The day will essentially revolve around the normal working day, but work outside these hours, either planned or at short notice may be required.

An initial 6-month probationary period will apply on appointment to the role. All role holders will need to undergo and maintain an enhanced level of security clearance (vetting) in order to carry out the full duties of the role.

All officers and staff must be aware of risk in relation to their role, please view the appropriate Health & Safety Risk Assessment for the role.



Role Profile

Role Profile Part 2			
Education/Qualifications	<p>Essential:</p> <ul style="list-style-type: none"> • Competent Detective Inspector <p>Desirable:</p> <ul style="list-style-type: none"> • None Stated 		
Experience and Skills	<p>Essential:</p> <ul style="list-style-type: none"> • Knowledge of the use and management of intelligence in investigation. • Management of meetings. <p>Desirable:</p> <ul style="list-style-type: none"> • None Stated 		
Approved by People Services		Date	



Role Profile

Role Profile Part 3		
Competencies	All roles are expected to know, understand and act within the ethics and values of the Police Service.	
	We are Emotionally Aware	Level 2
	We Take Ownership	Level 2
	We are collaborative	N/A
	We Support and Inspire	Level 2
	We Analyse Critically	Level 2
	We are Innovative and Open Minded	N/A
Underpinning Values	Courage	
	Respect and Empathy	
	Public Service	
Initial Development Skills for new to role period	All staff are required to complete mandatory e-learning including annual DSE and Fire Safety plus any role-specific training required	
Continuing Professional Development	Courses and Conferences should be attended to benefit professional learning and development.	

