

## **ADVERT: Band 7 – Regional Crime in Prison Adviser**

**Please read the below advert in full before applying.**

The Corruption, Crime and Policing Unit (CCPU) is made up of several teams including, the Counter Corruption Unit (CCU), Serious & Organised Crime Unit (SOCU), MARSOC (Multi Agency Response to Serious and Organised Crime) and the Operational Partnership Team (OPT). It owns the strategy and delivery responsibility for tackling serious and organised crime in prisons and probation, alongside the framework and strategy for addressing corruption issues within our agency.

CCPU has 5 regions: East and East Midlands, London and South East, North East and Yorkshire, North West and West Midlands, and South West and Wales.

The Crime in Prisons Taskforce team is expanding as a result of Spending Review funding and this is an exciting time to join the Unit as successful candidates will have the opportunity to help shape future capability.

Under the Prison Strategy White Paper and Crime in Prison Delivery Plan, we have several commitments and activities to deliver. These range from the creation of a new team, the embedding of governance structures and the delivery of frontline tools and support.

The job description attached to this advert is representative of the type of responsibilities successful candidates will have, but, as this is an evolving unit, it is subject to change.

### **About the Role:**

The B7 National CiP roles will be regionally based and will be attached to one of the above mentioned DoS regions.

This advert is for a permanent position within the CCPU.

The role will involve managing the relationship between criminal justice partners and HMPPS to embed protocols and to maintain excellent stakeholder relationships to develop mutual understanding.

Key objectives for these roles are building relationships with internal and external partners, communicating, influencing and collaborating to ensure adherence to policies and government priorities (as addressed in the Prison strategy White Paper). Cross agency data mapping and analysis will also be instrumental to the role to inform prioritisation and improvements.

The regional CiP Teams will support prisons to effectively manage criminal activities by providing timely and proportionate intervention as part of a core service. The level of service is to be assessed and prioritised according to policy and guidance, it may include providing prisons with awareness/briefing/training sessions, enhanced analytical support, expert advice to reinforce resilience to the threat of crime and logistical and coordination

support. The team will also be responsible in identifying and exposing systemic failings that allow continued criminality in prisons, enhancing our capabilities to disrupt crime and ensuring that our evidence and investigations lead to more criminal justice outcomes. The job holder will be responsible for leading and delivering a high-quality CiP service to prisons within their region in partnership with other regional teams in the Directorate of Security, and wider law enforcement. They will report directly to the Crime in Prison National Lead who reports to the Head of Crime in Prison Taskforce.

### **Responsibilities Activities and Duties:**

The job holder will be required to carry out the following responsibilities, activities and duties:

- Ensuring national frameworks are translated into local delivery through their regions to support regional and site practices.
- Provide subject matter expertise to support and upskill staff on case investigations, management, statement development and evidence handling.
- Support operations by building local and regional relationships between key agencies, gathering and sharing effective models of practice, and developing guidance and tools for frontline staff.
- Analyse local, regional and national data to identify where further collaborative working can improve outcomes of crimes referred and ensure processes run smoothly.
- Oversee and drive the effectiveness of the CiP regional hub in the relevant region, ensuring the effective adherence to current processes and building effective relationships with relevant partners in the region
- collating and progressing regional and local promising practices between prisons, police and the Crown Prosecution Service to ensure effective referrals, investigation and prosecution of crimes
- Having a strong understanding of the operational context in prisons, including pressures, priorities, risks and opportunities to better tackle crime in prison
- Having expert understanding of the relevant legal and policy frameworks relating to crime in prison, and making sure these are followed when providing services to prisons and that these are shared with and championed when working with delivery partners
- Deliver awareness/ briefing/training sessions to establishments within the region, leading on the management of complex and high-profile cases
- Providing recommended practice for supporting staff
- Develop and implement national strategy to manage crimes in prison and work in partnership with establishments and law enforcement agencies to ensure crimes in prisons are managed appropriately
- Working with the National Lead to set clear objectives and expectations for the team. Ensuring the objectives and activity of the team (as a whole and as individuals) is aligned and prioritised to the policy and operational risk/need.
- Driving a positive culture of continuous improvement and innovation to improve services and mitigate crime threat.
- Drive performance data collection and delivery and report back to the national team with performance data.

- Align and contribute to wider DOS objectives and work within the region, in particular, working in partnership with National Intelligence Unit/RIUs, Serious Organised Crime Unit (SOCU), Joint Extremism Unit, Risk and Capability Unit (RaCU), Multi-Agency Response to Serious and Organised Crime (MARSOC), Operational Partnership Team and CCU.
- Develop and maintain a range of strategic relationships within the region, and contribute to and support the work of the National CiP Team.
- Act as CiP expert in their region, providing advice to prisons directly or via their teams to support the objectives of CiP Taskforce.

### **Success Profiles:**

Suitability for one of these roles will be assessed using Success Profiles as follows:

Behaviours:

- Changing & Improving
- Communicating & Influencing
- Working Together
- Delivering at Pace

Strengths:

These will be tested at interview but are not disclosed prior.

Ability:

- Strong communication (written and verbal) – Essential
- Leadership and partnership working skills – Essential
- Problem-solving and decisionmaking skills, with the ability to drive resolution – Essential

Experience:

- The post holder will be required to demonstrate a strong understanding of the operational context of prisons and probation;
- Experience of influencing senior stakeholders internally and externally is essential;
- Experience of working with wider law enforcement partners would be an advantage.

For further information regarding the role, please contact Sally Hill – Head of CCPU.