



HM Prison & Probation Service

HQ Job Description (JD)

Band 5

Directorate: Security, Order and Counter Terrorism

Job Description – Regional Corruption Prevent Manager

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Job Description

Job Title	Regional Corruption Prevent Manager
Directorate	Security, Order and Counter Terrorism
Band	5

Overview of the job	<p>HMPPS's efforts to tackle corruption are integral to delivering safe and secure prisons and probation. HMPPS has worked with MoJ to identify that a new approach is needed to ensure we remain resilient to this key operational threat.</p> <p>HMPPS has developed a future strategy for tackling corruption in HMPPS based on four key objectives:</p> <ul style="list-style-type: none"> • 'Protect' against corruption by building an open and resilient organisation; • 'Prevent' people from engaging in corruption, strengthen professional integrity; • 'Pursue' and punish those who are corrupt; and • 'Prepare' for corruption, reducing its impacts on our teams. <p>These objectives will need to be delivered at every level through prisons and probation, in particular strengthening our resilience on the front line. Security, Order and Counter Terrorism (SOCT) Directorate is taking forward improvements, including restructuring the Counter Corruption Unit (CCU), to provide senior operational leaders, prisons and probation teams with an improved counter-corruption service.</p>
Summary	<p>The role sits in the newly restructured Counter Corruption Unit Prevent Team.</p> <p>Its objectives are to support prisons and probation to manage corruption threats, in particular supporting with the prevent activity in managing corruption and corruptors effectively within HMPPS.</p> <p>The core service to be provided by the regional CCU is to support prisons and probation to effectively manage and support staff against the threat of corruption. The level of service is to be assessed and prioritised according to policy and guidance, but may include providing prisons and probation with enhanced analytical support, expert advice on how support individual cases and also identify emerging risks. The team will also be responsible for supporting prisons and probation on the effective management of known corruptor prisoners in custody and under supervision in the community to prevent them from corrupting staff.</p> <p>In line with HMPPS policy, the post holder will be responsible for supporting the relevant Regional Corruption Prevent Lead to deliver a high-quality counter-corruption service to prisons and probation in their SOCT region. The Regional Prevent Manager will also be responsible for working in partnership with other regional teams in the Security, Order and Counter Terrorism (SOCT) Directorate, HR services and law enforcement.</p> <p>The job holder will report directly to the Regional Corruption Prevent Lead, who in turn reports to the Head of the Prevent who is line managed by the Head of the Counter Corruption Unit.</p> <p>The post holder will have line management responsibility for a Corruption Prevent Officer.</p> <p>This is a regional post and will be based in a regional SOCT hub. Frequent travel to prison and probation establishments, regional offices and law enforcement partners' offices will be required. Occasional travel outside the region (e.g. to London) will be required.</p>

Responsibilities, Activities and Duties	<p>The job holder will be required to carry out the following responsibilities, activities and duties:</p> <ul style="list-style-type: none"> • Working with the national CCU team to develop a detailed and expert understanding of the corruption evidence based on the nature of the threat, (e.g. drivers of corruption, prevalence, escalation, risk/impact, effective interventions) and using this as a basis for all practice. • Having a strong and contemporaneous understanding of the operational context in prisons and probation, including pressures, priorities, risks and opportunities to better prevent corruption. • Having a strong understanding of the relevant legal and policy frameworks relating to corruption, security and HR, and making sure these are followed when providing services to prisons and probation. • On the direction of the Regional Prevent Lead, the post holder will support prisons and probation in assessing and understanding their risks to corruption and develop mitigation strategies; work with prisons and probation to understand capability gaps and signpost wider capability opportunities, best practice and guidance, and deliver some briefing sessions; and support research to inform our evidence base on corruption, including interviewing former staff who have been convicted of corruption related offences, or other information to support assessing performance. • Develop close and effective working relationships with key stakeholders, in particular with Security Mangers, Deputy Governors, Governing Governors, Divisional Managers, HR Business Partners and HR. • Develop and maintain a wider network of stakeholders, including in other SOCT regional teams (e.g. NIU, SOCU, JEXU), law enforcement (local forces and ROCUs), contract managers and contracted providers. • Supporting the Regional Prevent Lead to understand and manage the individual threat of corruption in each prison and probation office in the region ensuring these establishments are supported based on their individual need. • Supporting the Regional Prevent Lead to set clear objectives and expectations for the team in line with policy documents and deliver a high quality service, including by: ensuring objectives and activity is aligned and prioritised to the policy and operational risk/need; and contributing to a positive culture of continuous improvement and innovation to improve services. • Line management of the RCPO. <p>The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.</p>
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Behaviours	<ul style="list-style-type: none"> • Making Effective Decisions • Changing and Improving • Communicating and Influencing • Managing a Quality Service
Strengths	<p>It is advised strengths are chosen locally, recommended 4-8.</p>
Experience	<ul style="list-style-type: none"> • Candidates should role model impeccable professionalism and integrity. • Good understanding of the operational context of prisons and probation.

Technical Requirements	
Ability	<ul style="list-style-type: none"> • Problem-solving and decision-making skills, with the ability to drive resolution. • Good communication (written and verbal), leadership and partnership working skills.

Minimum Eligibility	<ul style="list-style-type: none"> • All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist. • SC or higher security clearances and further internal security checks will be required.
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Hours of Work (Unsocial Hours) Allowances	<p><i>Leave Blank</i></p> <p>To be used by the JES Team only</p>
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Success Profile

Behaviours	Strengths It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical
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Making Effective Decisions		Problem-solving and decision-making skills, with the ability to drive resolution.	Candidates should role model impeccable professionalism and integrity.	
Changing and Improving		Good communication (written and verbal), leadership and partnership working skills.	Good understanding of the operational context of prisons and probation.	
Communicating and Influencing				
Managing a Quality Service				