



ROLE PROFILE:

Police Sergeant - NPCC Less Lethal Weapons Administration

Department: Less Lethal Weapons Department / CC Group

Reports to: NPCC Portfolio Lead for Less Lethal Weapons and Counter Drones

DEPARTMENT

NPCC Less lethal weapons is a portfolio held by the Chief Constable BTP. The office operates within BTP and is funded by all Home Office forces.

ROLE PURPOSE

The post-holder will provide specialist national support to the NPCC Less Lethal Weapons (LLW) portfolio. They will coordinate day-to-day activity across a broad range of LLW projects, maintain critical partnerships, and ensure forces and agencies receive timely, expert advice on the use, development, governance and scrutiny of LLW capabilities. The role contributes to national policy, continuous improvement, operational assurance and stakeholder engagement in an area of high public interest and operational importance.

KEY RESPONSIBILITIES

Operational Coordination & Support

- Coordinate day-to-day LLW advice and support to police forces and partner agencies.
- Ensure effective and efficient deployment of resources to maximise value and impact within the LLW remit.
- Coordinate support for multiple national LLW projects led at Superintendent level across UK policing.
- Support the '5–50m' project, including options development (TRLs to commercial solutions) and associated community engagement activity.
- Manage the national Conducted Energy Device (CED) faults and reporting process.

Advisory & Specialist Input

- Provide and coordinate subject matter advice and national guidance on LLWs to forces, agencies and stakeholders.
- Interpret and review technical documents, academic research and reports, offering clear specialist advice.
- Provide advice to forces and partner organisations involved in internal and external investigations, including criminal and coronial inquiries.
- Coordinate LLW input and advice to the Independent Office for Police Conduct (IOPC).

- Support forces with LLW-related complaints, and incidents involving death or serious injury following LLW use.

National Stakeholder Engagement

- Maintain and develop strong relationships with key partners including the Home Office, DSTL, SACMILL, College of Policing and the National Taser Stakeholder Advisory Group.
- Represent NPCC LLW at national meetings and forums.
- Support internal and external media engagement where required.

Strategic Insight & Environmental Scanning

- Monitor emerging trends, innovations, demographic shifts and policing developments to identify future opportunities or threats affecting LLW capability.
- Assess short- and long-term implications of changes in the external environment.
- Monitor and coordinate reviews of forces' operational LLW capacity and capability.

Data, Research & Reporting

- Coordinate development of internal and external presentations.
- Coordinate LLW statistics, data analysis and provision of contextual information.
- Provide data and narrative for Freedom of Information (FOI) responses.
- Coordinate research, analysis and evidence gathering in support of national enquiries.

Line Management:

- Provide day-to-day tasking, direction and quality assurance for the LLW Administrative Support Officer and LLW Analyst, on behalf of the Deputy portfolio holder ensuring work is prioritised effectively and delivered to the required national standard.

Training & Development

- Support the strategy, policy direction and operational approach to LLWs through planning and managing national CPD events. Each member of staff is expected to keep their professional development up to date including refreshers and new training.

KNOWLEDGE, SKILLS AND EXPERIENCE

Knowledge

- Strong understanding of Less Lethal Weapons (LLW), including operational use, governance, research evidence and national policy frameworks.
- Sound knowledge of policing operations and decision-making, including risk assessment, command structures and post-incident processes.

- Familiarity with national policing and oversight bodies (e.g. NPCC, College of Policing, Home Office, IOPC) and their role in capability development and scrutiny.
- Awareness of scientific and technical evaluation processes such as TRLs, product testing and research methodologies.
- Understanding of scrutiny, complaints and investigations relating to use of force or critical incidents.
- Working knowledge of data management, reporting, analysis and FOI processes.

Skills

- Strong analytical and critical thinking skills, able to interpret complex research, technical reports and operational data.
- Excellent written and verbal communication skills, with the ability to explain complex or sensitive issues to varied audiences.
- Effective relationship-building and partnership skills across policing, government, scientific bodies and oversight organisations.
- Strong planning, organisational and coordination skills, managing multiple national workstreams at pace.
- Confident problem-solving skills, identifying risks, opportunities and practical solutions.
- High-quality report writing and presentation skills.
- Sound judgement and decision-making in complex or high-risk scenarios.

Experience

- Experience in operational policing, including exposure to use of force, operational risk or tactical deployment.
- Experience working with or managing LLW capabilities or providing specialist operational/tactical advice in a comparable area.
- Experience providing oversight, tasking or quality assurance to staff delivering business or administrative support functions.
- Experience collaborating with national policing bodies, scientific/technical groups or multi-agency partnerships.
- Experience handling sensitive, high-profile or complex cases subject to complaints, investigation or external scrutiny.
- Experience analysing or interpreting data and producing insight-driven reports or presentations.
- Experience coordinating projects or initiatives, ideally across multiple forces or agencies.
- Experience contributing to policy, guidance or organisational learning at local, regional or national level.

OTHER INFORMATION

This list of duties is not exhaustive. The post-holder may be required to undertake additional tasks commensurate with, or occasionally lower than, the grade of the

role. This may include ad-hoc research, policy development, or providing guidance as directed by the LLW Lead or National Strategic Manager.

The post is being offered on a 3-year secondment basis subject to funding.