

## Job Description

### **A Post Details**

<b>Job Title:</b> Police Inspector FIM (Force Incident Manager)	<b>Grade:</b> Police Inspector
<b>Department:</b> Justice & Public Contact / Control Rooms	<b>Division:</b> A
<b>Reports to:</b> FCR CI Operations	<b>Contract Type:</b> Permanent
<b>Level of Vetting:</b> SC	<b>Numbers in Post:</b> 12 6 x FCRL (London) 6 x FCRB (Birmingham)

### **B Purpose of the Post**

The FIM will be accountable and responsible for providing leadership, direction and guidance to operational resources across the jurisdiction of BTP by providing an effective and efficient command and control function. Utilising the National Decision Model (NDM) to assess the threat posed, setting a working Strategy and providing an oversight of live incident management in a rational and focussed approach.

The FIM will ensure the FCR Service Delivery Managers are supported in their function and incidents are managed effectively when assessing the threat, risk and harm for live incidents. This oversight function will ensure the appropriate response is applied to call gradings.

### **C Dimensions of the Post**

#### **Financial – Direct or Non-Direct**

Indirect Staff Costs.

#### **Staff Responsibilities – Direct or Non-Direct**

Direct 1st Line Management of Deputy Force Incident Manager (DFIM)

Indirect – Team Managers and staff within FCRs

### **D Principal Accountabilities**

#### **Force Incident Manager (FIM)**

- To manage operational risk through effective Command and Control. To dynamically assess live incidents and manage the policing response to ensure the most appropriate police response. To use the National Decision-Making Model (NDM) to evidence decisions made during incident management.
- This will include making initial deployment decisions, providing a Working Strategy, communicating the tactics to be followed to operational resources to maintain effective initial operational command for specific categories of incident.
- Specific categories of incident: Fatalities. To take command of all reports. This will include reports of non-fatal incidents where injuries are deemed life changing or life threatening.
- To assume initial incident command when a Major Incident is declared, to provide oversight of the initial police response and ensure a coordinated response is implemented in line with JESIP. To provide a comprehensive and effective handover of command for any Major or Critical incident to the Senior Duty Officer (SDO) as Silver.
- To take command of all spontaneous firearms incidents as the iTFC
- To review, assess and manage the initial response to counter terrorism related incidents. This will include bomb threat categorisation and reports of suspicious behaviour. Liaison with SO15 and CTI partners as appropriate.
- To manage the initial response to all serious and priority crime in support of the Golden Hour Principals. (Robbery, sexual assaults, High value thefts, Cable theft and other serious crime).
- To manage and authorise the deployment of the National Police Air Service Helicopters. (NPAS) and Drones to ensure this use is proportionate and appropriate.
- To provide an oversight to press inquiries received to ensure appropriate response and liaise with the Corporate Communications Dept / SDO
- To provide an effective handover of command to Divisional Duty officers when it is appropriate for command transfer and when it is a requirement within any SOP / Manual of Guidance.

- To maintain an operational interface between BTP and managers within industry control rooms during incidents that have a disruptive impact on the operating railway.

### People Management

- Manage performance and development of staff in line with strategic priorities and values
- Provide motivation, leadership, and direction to the team. Ensure effective team management including but not limited to the PDR process, sickness absence and return to work management, time management, maternity liaison, occupational health referrals, health and safety assessments and poor performance.
- Support the induction and training of new starters, identifying training and development needs of current staff, and providing guidance and refresher training where necessary.
- Ensure staff wellbeing and the fair treatment of all in line with BTP Standard Operating Procedures (SOPs).
- Plan, manage and deliver effective communications in line with the department's communications strategy.
- Build and maintain effective working relationships between the Force Control Rooms and all internal and external stakeholders
- Keep up to date with all training needs to ensure Continued professional development
- Undertake any additional duties commensurate with the grading and responsibilities of the post under the direction of line management.

### E Decision Making

#### Makes decisions

- Responsible for managing resources as required to support operational demand and BAU activities.
- Determine training needs for staff in order to maintain effective service delivery within the J&PC Command. Liaise with Chief Inspector regarding training planning and forecasting.
- Troubleshoot day to day issues arising from officers or staff regarding the management of operational risk related issues.
- Makes decisions in relation to operational risk, ensuring accurate assessment of incidents and resource deployments

#### Significant say in decisions

- Departmental decision making in support of the management team

### F Contact with Others

#### Internal

- Justice and Public Contact Command colleagues, Divisional Superintendents, MSOC, Human Resources, Information Management, Technology, Digital Policing, Police Officer/staff.

#### External

- Transport industry, commercial industries, private residencies, Police forces, government agencies. Local Authorities, Procurator Fiscal, Coroner,

### G Essential Criteria

#### Qualifications and Training:

- NPPF qualified in legal examination for Inspector rank
- Successful passing of a promotion board for Inspector rank.

**Experience:**

- Evidence of managing incidents utilising the National Decision Model
- Evidence of competency in rank and role
- Experience of managing people and Teams

**Skills:**

- Able to influence and negotiate with all people at all levels, both internally and externally, in a positive and professional manner.
- Ability to remain calm under pressure.
- Excellent written and verbal communication skills.
- Strong relationship management and team working skills with the ability to establish immediate rapport utilising integrity and approachability, ensuring colleagues and staff feel able to discuss sensitive and confidential issues.
- Problem solving technical issues related to this discipline.
- Proven I.T. and numeracy skills and able to pay close attention to detail.

**Knowledge:**

- Force systems and IT

**Desirable criteria:**

- Knowledge of how criminal investigations and operations are conducted.
- Knowledge of relevant legislation and their application in the FCR environment.
- Knowledge of the rail industry

**H Additional Information**

- The role will include viewing sensitive and potentially distressing imagery including scenes of violence and fatalities.