

Job Description

A Post Details	
Job Title: Design Out Crime Officer (DOCO)	Grade: A006
Department Network Policing Support Department (NPSD)	Division: A division: A division: Select Division
Reports to: Design Out Crime Manager	Contract Type: Permanent: Select Contract Type
Level of Vetting: Baseline	Numbers in Post: varies
Welsh language required No	
B Purpose of the Post	
British Transport Police (BTP) employ a team of specialist Designing Out Crime Officers (DOCOs) who provide expert security advice and guidance relating to the built environment. Their role spans all stages of the design process, from pre-planning through to full development control, with the aim of reducing opportunities for crime at the earliest possible stage. This includes, but is not limited to, addressing risks such as graffiti, workplace violence, disorder, and anti-social behaviour. DOCOs also identify and consider the needs of vulnerable individuals, ensuring that design advice promotes safety, accessibility, and reduces the risk of harm. The role provides specialist advice and professional guidance on Crime Prevention Through Environmental Design (CPTED), protective security, and public safety risk within the rail environment. The role applies expert professional judgement to influence strategic design, investment, and operational decisions, contribution to improved safety, crime reduction, passenger confidence and network resilience, crime reduction, passenger confidence, and network resilience. Applying evidence-based professional judgement, the role ensures that developments are designed to reduce crime, safeguard the public, and support policing outcomes, in line with the values of integrity and public service. The postholder provides input to support strategic design, investment and operational decisions across complex infrastructure projects. The post holder will use their expertise to identify risks, suggest improvements and support better outcomes for passengers, staff and the public.	
C Dimensions of the Post	
Financial – None Staff Responsibilities – None Statistical data Approximately 3,000 allocations per annum for the Unit including but not limited to: • Post Fatality Site Visits • Person in Precarious Position Visits	

- Safer Parking Awards
- Crime Prevention/Security Surveys
- New-build and refurbishment of railway stations
- Large-scale infrastructure projects

D Principal Accountabilities

To contribute expert environmental and design insight to post-incident reviews, including fatalities and serious injuries, identifying crime and environmental risk factors and supporting organisational learning to improve safety and protect the public

To provide a targeted crime reduction response to repeat and / or vulnerable victim or vulnerable victim crime categories, ensuring risks are identified to prevent further harm.

To assess and apply professional judgement to balance operational, financial, aesthetic, heritage planning and safety considerations, providing proportionate advice on crime and safety risks. Where risk remain unresolved or intolerable, concerns should be escalated through appropriate governance routes, including recommending that BTP support is withheld where justified.

To maintain and apply a comprehensive knowledge of relevant legislation, policy, and guidance relating to planning, community safety, and Designing Out Crime, to ensure advice is compliant and current. Further, to provide clear professional advice on mitigation and, where necessary, recommending refusal of support where risks remain intolerable.

To take ownership of the research and development. Produce high quality reports and technical advice to support decision making.

To build effective partnerships with railway stakeholders, the Department for Transport, and relevant public and statutory bodies, delivering specialist advice that ensures crime prevention and security considerations are embedded in the design of developments in and around the railway environment.

To design and deliver targeted presentations to relevant stakeholders, raising awareness of crime prevention and reduction strategies and influencing best practice across the railway industry.

To provide expert professional challenge to architects, engineers, developers, and partners, ensuring that crime, safety, and safeguarding risks are identified, addressed, and mitigated in line with best practice.

Ensure compliance and professional standards, including accurate record keeping, adherence to policies and representation at formal proceedings where required.

To represent BTP at Coroner's Court and Planning inquiries as required, providing expert, evidence based testimony to inform outcomes and uphold professional standards.

Carry out other such duties as required which are consistent with the nature, responsibilities and grading of the post.

E Decision Making

Post holder will apply specialist professional judgment to assess crime, safety and environmental risks that provides evidence-based recommendations to support decisions affecting public safety, crime risk, organisational reputation and potential financial or legal considerations.

Post holder is the Subject Matter Expert (SME) directly contributing to risk assessments in order to provide proportionate responses and recommendations to all in rail industry and those adjacent to the rail network such as local authorities.

Makes expert, evidence-based decisions that directly inform planning approvals, design changes, investment decisions, and operational deployment, driving outcomes that enhance safety, security, and organisational outcomes

F Contact with Others

Internal

Maintains effective professional relationships with all ranks and grades across BTP, including all departments and units.

External

To engage at a senior level across the rail industry, including with the rail industry's senior managers, project sponsors, lead designers, local planning authorities and external regulatory bodies providing expert input to shape design solutions and inform critical risk decisions.

G Essential Criteria

Qualifications and Training:

Minimum qualification 4 Professional Qualification in Designing Out Crime
Evidencing the required knowledge and commitment to operate as a specialist practitioner in the field with a willingness to undertake Level 5 within 12 months of starting the role.

Experience:

Experience of planning and managing workloads to ensure outputs are delivered to a high standard, within agreed timescales and organisational expectations.

Experience of designing and embedding processes that strengthen Designing Out Crime practice and align with wider neighbourhood policing delivery and priorities.

Experience of working collaborative with internal and external stakeholders.

Experience of producing reports, risk assessment and evidence based recommendations .

Skills:

Strong influencing and negotiation skills.

Ability to research, interpret, analyse complex information and to communicate clear, concise recommendations to varied audience.

Effective planning and organisational skills, with the ability to prioritise competing demands.

Strong stakeholder engagement and presentation skills. Ability to work autonomously and as part of a team to deliver the outcomes.
Knowledge: Demonstrates a good understanding of equality, diversity and inclusion and the legislative responsibilities of public sector bodies in delivering safe, accessible, and compliant services. Strong knowledge of crime prevention methodologies, emerging, equipment, trends developing technologies, and wider security considerations. Sound knowledge of relevant legislation impacting planning, community safety, designing out crime and Data Protection legislation.
Desirable criteria:
Qualifications and Training: Membership of a recognised professional security body (e.g. The Security Institute or ASIS International). Demonstrates continued professional development through attendance and successful completion of specialist subject specific / relevant courses. Experience: Working within a policing and/or railway environment, demonstrating an understanding of operational practices and security requirements. Skills: A full and clean driving licence is beneficial. Knowledge: An awareness of railway industry practices including role of Government and Local Authorities.
H Additional Information
The postholder will be required to travel extensively during the course of their duty with a requirement of working occasional unsociable hours, and have overnight stays. The postholder will be required to pass the relevant British Transport Police Track Safety, Personal Safety Training and First Aid qualification consistent with role.
For Panel to complete only: Policy & Reward Team - Approval: Pauline Okirie Date:17/08/2026