

Metropolitan Police Service (MPS)



Police Staff

Information Pack

Digital Specialist – Equipment Interference

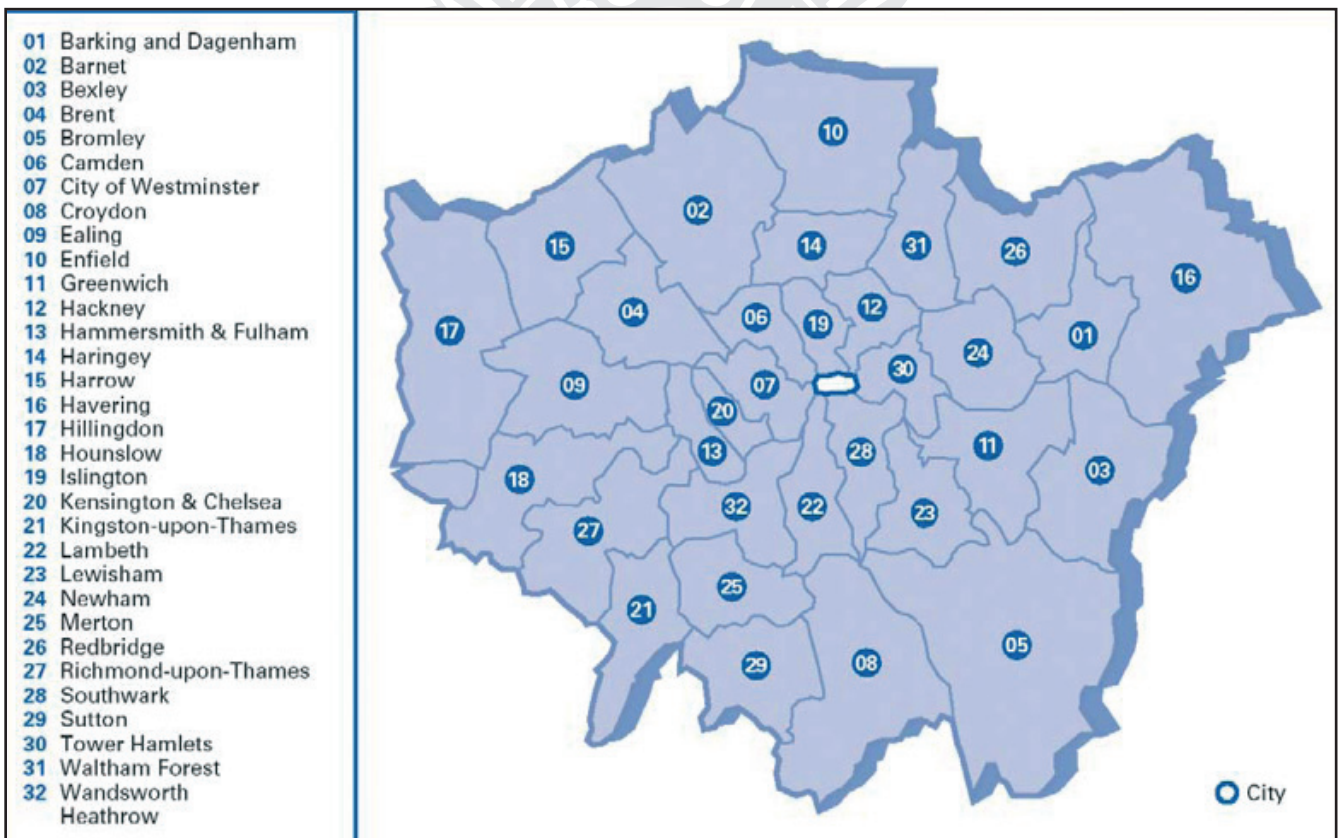
ABOUT THE METROPOLITAN POLICE SERVICE

Origins

Founded by Sir Robert Peel in 1829, the Metropolitan Police Service (MPS) is one of the oldest police services in the world. The original Metropolitan Police District (MPD) covered a seven mile radius from Charing Cross containing a population of less than two million. This was policed by 1,000 officers.

Today, the MPS is made up of more than 50,000 officers and staff, which includes over 5,000 volunteer police officers from the Metropolitan Special Constabulary (MSC) and its Employer Supported Policing (ESP) programme.

The current MPD includes the whole of the Greater London Area, covering 620 square miles and over 8.3 million people. Since April 2000, the boundaries of the MPD have mirrored the 32 London boroughs as shown below.

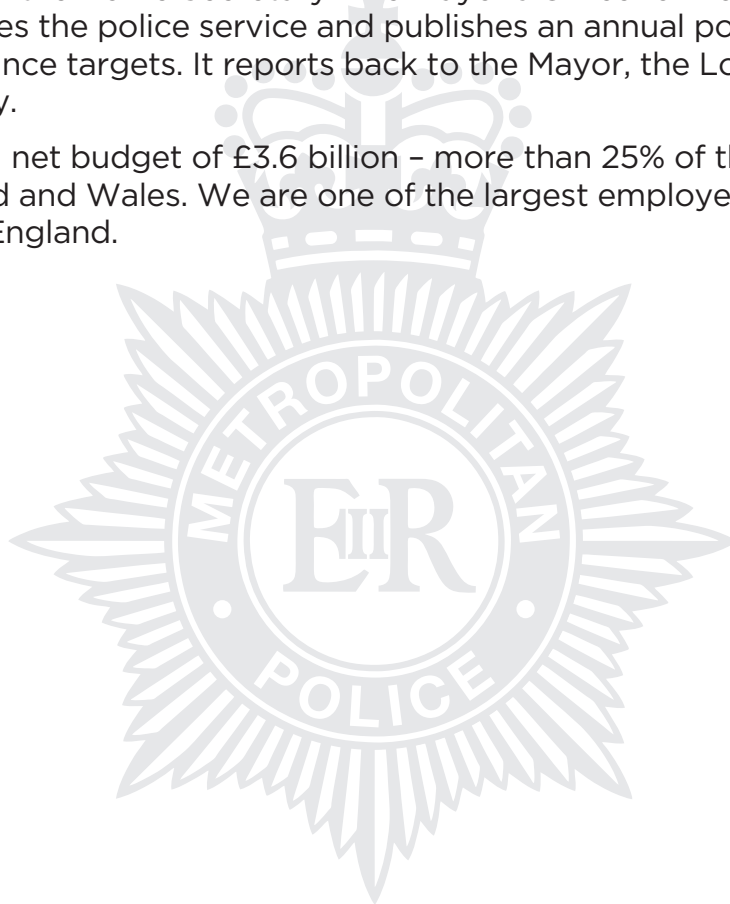


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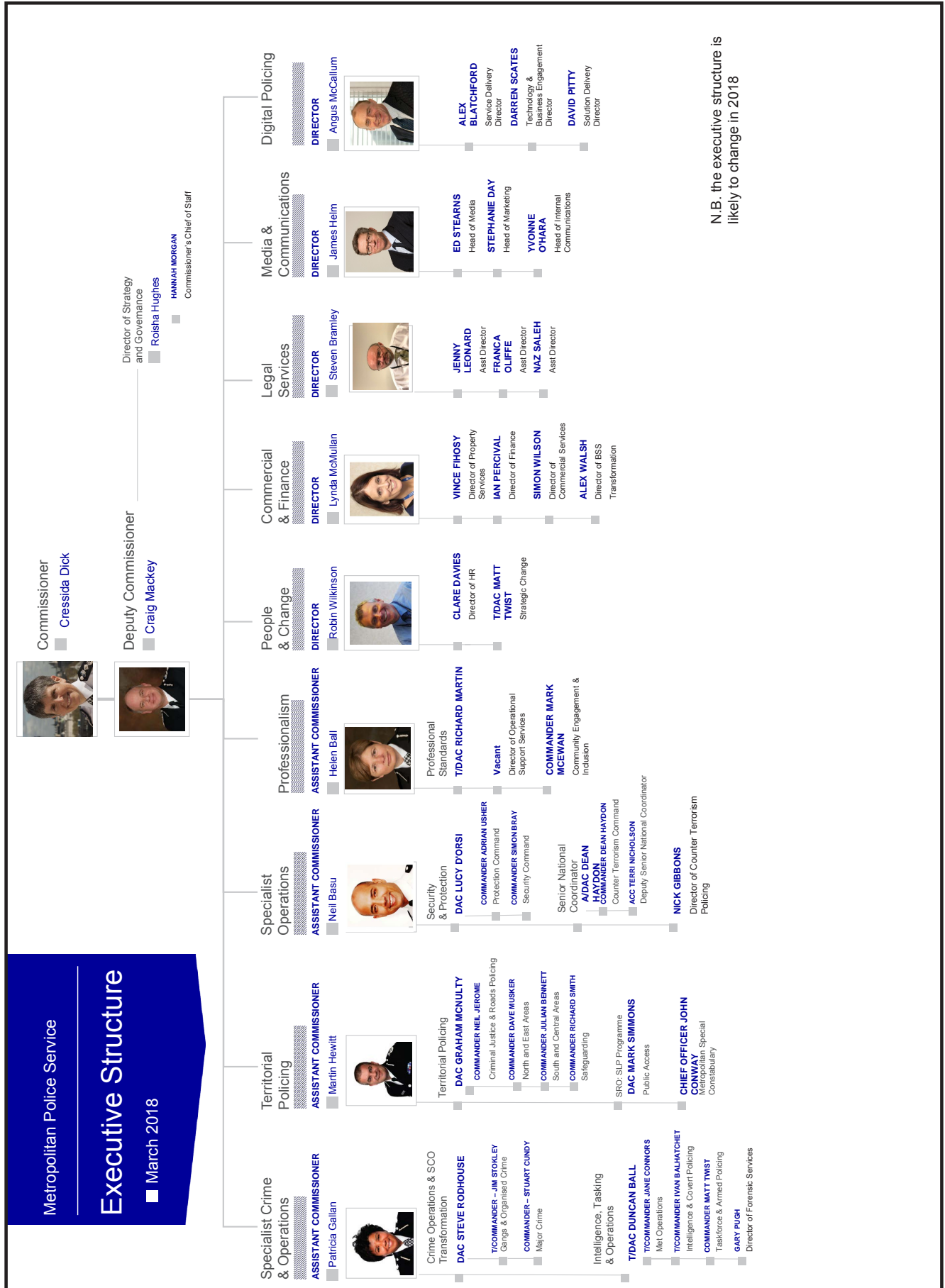
Organisation

From the beginning, the purpose of the MPS has been to serve and protect the people of London by providing a professional police service; this remains our purpose. The Commissioner of Police for the Metropolis is appointed by the Queen, in consultation with the Home Secretary. The Mayor's Office for Policing and Crime (MOPAC) supervises the police service and publishes an annual policing plan, including performance targets. It reports back to the Mayor, the London Assembly and the community.

We have an annual net budget of £3.6 billion - more than 25% of the total police budget for England and Wales. We are one of the largest employers in London and the South East of England.



The following chart shows how the MPS is structured.



ABOUT THE METROPOLITAN POLICE SERVICE

The previous Commissioner has outlined his vision of Total Policing with a total war on crime, total care for victims and total professionalism from our staff at its core. We are committed to delivering excellent policing from tackling anti-social behaviour and other crime in neighbourhoods, through to dealing with terrorists and the most serious criminals often 'behind the scenes'. We rely on the work of warranted officers, police community support officers (PCSOs), special constables and police staff to tackle the range of policing challenges facing London.

MPS Values, Mission and Priorities

Our success depends on us all working towards the same goals. Our strategy, led by the previous Police Commissioner, Sir Bernard Hogan-Howe, is called Total Policing. It consists of a set of priorities, set out below, supported by key values. Total Policing ensures that we are on the front foot in tackling criminality in all its forms. Where new techniques or new technology can help in that war, we will maximise use of it. Total Policing also means Total Care for victims – preventing people from becoming victims in the first place where possible but, where we have victims, ensuring that the MPS gives the best possible support. And we will do that with Total Professionalism, so that the MPS continues to foster the support and trust of law-abiding Londoners, while ensuring that it is an organisation that all criminals fear. All of this will be underpinned by our values of Courage, Compassion, Integrity and Professionalism.

Total War on Crime

We are crime fighters. This is a vital part of policing. Tackling crime, arresting criminals and bringing them before a court is the core of what we do, doing whatever we can to arrest criminals and stop crime as long as it is legal and ethical.

Total Professionalism

It is important that when a victim reports a crime that we tell them how that crime is being progressed and that they have confidence in those dealing with their case. We also need to ensure we are sensitive to the victim's needs, understanding what is unique about them and how we tailor our service to meet their needs. We must always remember that we have a duty of care to our victims.

ABOUT THE METROPOLITAN POLICE SERVICE

Our commitment to transform - 'Met Change'

We're determined to offer the best police service possible for Londoners. But we must change with it:

- We want all communities in London to have high levels of confidence and satisfaction
- We need to keep cutting crime as a more connected world creates new security risks and criminal threats
- We must invest in our people and modernise our technology so we can offer the public a better service. Our officers and staff deserve great tools to fight crime and support victims
- We need to be better at recognising great performance and challenging poor behaviour
- We want to be a Met that looks and feels like London by having officers and staff who can relate to the diverse communities of London.

As a result our goals are ambitious; to cut Neighbourhood crime by 20%, cutting costs by 20% and increase public confidence by 20% by 2016. To achieve this we will need a step change in the way we operate and how we are structured.

To achieve a step change in performance, cost and satisfaction the Met is undertaking a portfolio of change. Met Change is establishing the One Met Model. Four further programmes - the Commercial Strategy, Total Technology, Corporate Real Estate, and Total Professionalism - will build on the One Met Model, embedding the principles first established through Met Change.

Total Technology is a transformational programme of work that will provide modern IT for our workforce. Changes will enable us to use more technology out of the office, reduce re-keying of information and improve the IT systems and hardware all at a lower cost.

Corporate Real Estate (CRE) is reducing our estate by a third and cutting operating costs. By rationalising our estate we will be able to deliver savings but also, as importantly, free up capital to invest in new buildings and technology that are fit for purpose for the future of the Met.

Commercial Strategy manages both the renewal and market testing of some services. The programme will ensure the Met has effectively identified service requirements and is well positioned with the market to be an effective and intelligent client.

Total Professionalism focuses on our people, values and behaviours. These are central for ensuring all the changes are successful. We are adapting our systems of reward and recognition to ensure we support the right behaviours to make change successful.

BACKGROUND TO TECHNICAL INNOVATION & DEVELOPMENT ENVIRONMENT (TIDE)

With over 1800 officers and staff and 70 different units, SO15 – Counter Terrorism Command is one of the largest command units in the Metropolitan Police Service, second only in size to Westminster. It is also a Command with an extraordinarily wide remit. Whilst it is primarily responsible for countering the threat from terrorism on behalf of the MPS, our remit extends far beyond the traditional boundaries of the MPD, the Command works with the wider National Counter Terrorism

Network to protect the UK from the threat of terrorism and act as the national police lead for domestic extremism, investigations into war crimes and politically motivated murders, and crimes under the Official Secrets Act.

Importantly the Command also has a broad international responsibility and regularly works with colleagues and partner agencies to strengthen the international response to acts of terrorism, and build a CT capacity in territories where threats to the UK and against UK interests overseas are emerging. In recent years the Command has seen the threat from terrorism diversify in style and extend into new arenas; a trend which will undoubtedly continue into the future. SO15 is constantly on the look-out for those who have the necessary skills, expertise and determination to meet and defeat those challenges head on...

The National Digital Exploitation Service (NDES)

Recent years have seen the threat from terrorism diversify. To counter this, NDES has been created which aims to exploit digital technology and deny terrorist and other criminals the ability to operate. The CT network's ability to identify, disrupt and prosecute terrorists is increasingly reliant on accessing and exploiting many forms of digital intelligence and evidence. As volumes and types of data continue to increase, it is vital that the CT network increases its capacity and ability to exploit data - "catching up" and "keeping up" with the evolving threat.

NDES is a world leading service that delivers effective new capabilities for CT policing.

It will:

- work collaboratively with MI5, the NCA and wider policing to ensure capabilities are developed and utilised efficiently
- make the best use of new technology
- be agile in its approach to emerging threats and data challenges
- make available its world class analytical capabilities to the entire CT network, as well as national and international partners.

BACKGROUND TO TECHNICAL INNOVATION & DEVELOPMENT ENVIRONMENT (TIDE)

Technical Innovation and Development Environment (TIDE)

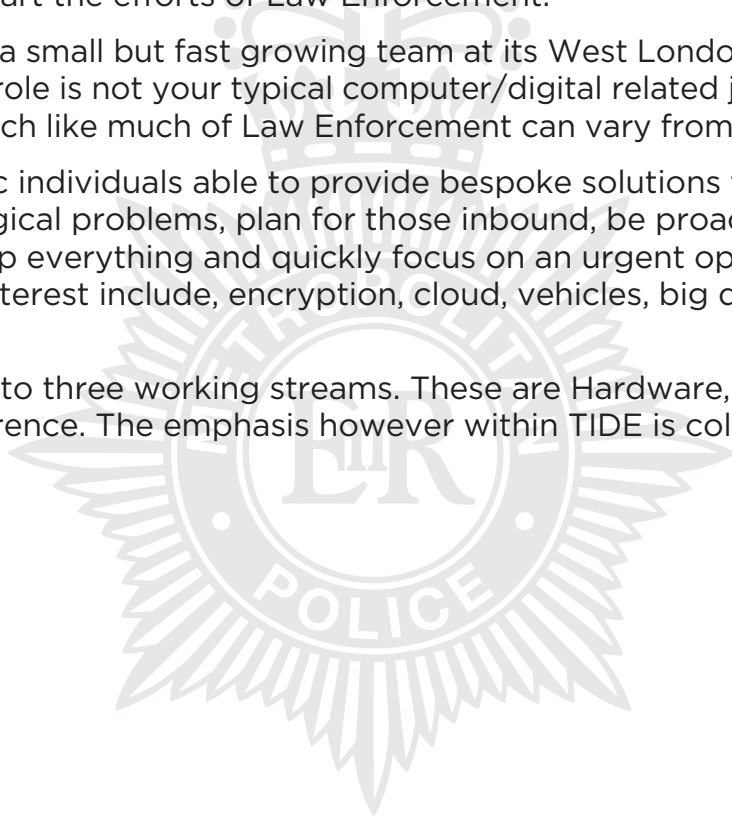
The TIDE is one of the seven delivery vehicles for NDES.

It comprises a team of engineers, software developers and cyber specialists whose remit is to understand the rapidly evolving technological landscape and to use their skills to enable investigators to continue to keep pace with terrorists who increasingly utilise complex technological means in their attempts to carry out attacks and to thwart the efforts of Law Enforcement.

TIDE currently has a small but fast growing team at its West London base. As you would expect, the role is not your typical computer/digital related job. It is an exciting and varied role which like much of Law Enforcement can vary from day to day.

It requires dynamic individuals able to provide bespoke solutions to increasingly complex technological problems, plan for those inbound, be proactive in innovating and be able to drop everything and quickly focus on an urgent operational need. Areas of current interest include, encryption, cloud, vehicles, big data, and hardware exploitation.

The team is split into three working streams. These are Hardware, Software and Equipment Interference. The emphasis however within TIDE is collaborative working.



JOB DESCRIPTION – DIGITAL SPECIALIST – EQUIPMENT INTERFERENCE

Job title: Digital Specialist – Equipment Interference

Salary: £38,531 to £43,127 plus £2,930 location allowance. You will receive £38,531 the band minimum. Progress to the band maximum of £43,127 will be via incremental progression

Location: West Brompton

Responsible to: Equipment Interference Manager

Role

As an Equipment Interference Specialist, you'll provide both tactical and strategic solutions to support counter-terrorism operations, working in a team with other software, hardware and cyber specialists. Together, you'll create bespoke solutions, and also plan and prepare for emerging technological challenges.

Scope (Tasks & Responsibilities)

- Provide a rapid response to national digital exploitation requirements
- Engage in longer term projects as required
- Integration of new services, infrastructure or applications
- Technical development of scripts/solutions/exploits
- Technical development of hardware exploits
- Analysis of new and emerging technologies, devices, and user habits
- Analyse information, apply professional judgement and provide opinion, with rationale
- Keep abreast and up to date with relevant current affairs issues, technologies and subject matter requirements as required.

Requirements

- Vetting Level DV
- Understand the national mission of the organisation and be prepared to align all work activities with this
- Understand and accept the potential for exposure to sensitive/distressing information or volatile situations as part of the role – please note support will be provided
- Understand and accept the potential to be deployed overseas, when required, for a limited and agreeable period of time.

Qualifications

Essential

Have or be expecting a 2:1 degree or above OR Post-graduate qualification or extensive relevant experience

JOB DESCRIPTION – DIGITAL SPECIALIST – EQUIPMENT INTERFERENCE

Desirable

- Degree in STEM subject
- Experience in software development, research and reverse engineering.

Technical/Subject Matter knowledge/experience

Essential

Competence in at least three of the following:

- C
- C++
- Java
- .NET (VB, C#)
- Python
- JavaScript
- PowerShell.

Desirable

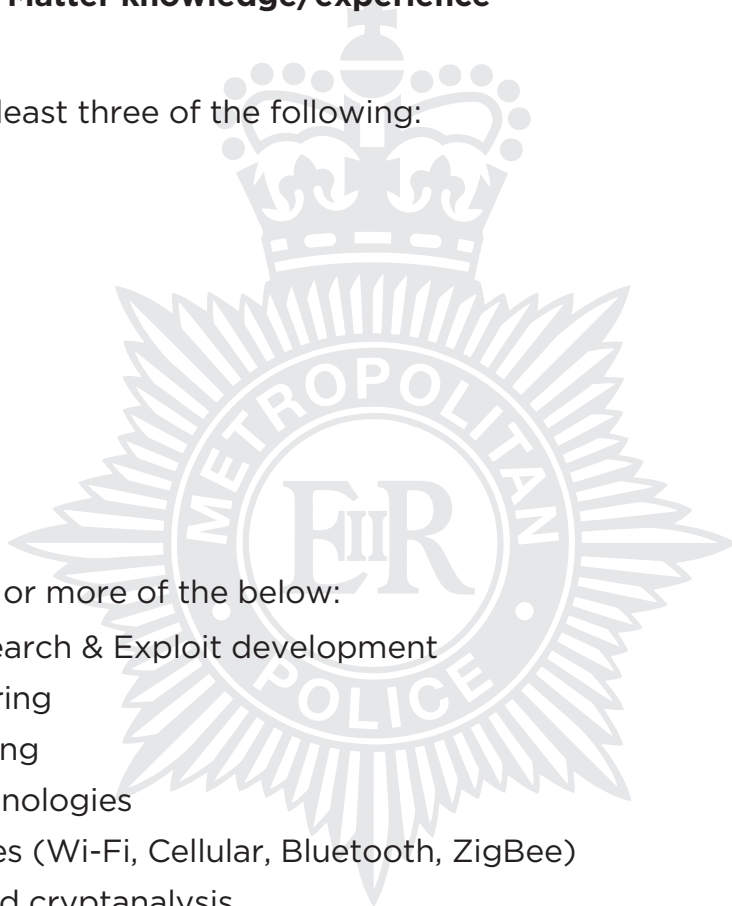
Knowledge of one or more of the below:

- Vulnerability research & Exploit development
- Reverse engineering
- Penetration Testing
- Networking Technologies
- Radio Frequencies (Wi-Fi, Cellular, Bluetooth, ZigBee)
- Cryptography and cryptanalysis
- Mobile App Development.

Vetting

This post will require you to hold National Security Vetting (NSV) at Developed Vetting (DV).

The post requires access to the most sensitive intelligence material on a daily basis. Applicants must hold or be prepared to undergo Developed Vetting (DV) before taking up the post. Additionally, this material is of particular sensitivity to the UK and its distribution must be restricted to UK nationals. In approved circumstances dual nationals (of which one element is British) may also be granted access. However, in the event that potential conflicts of interest cannot be managed the post holder will not be able to see the intelligence material and will not be able to perform their duties. For the purpose of safeguarding national security and in line with Cabinet Office Policy, supported by Section 82(2) to (4) of the Police Reform Act (2002), applicants who do not hold or acquire Developed Vetting (DV) clearance and meet the nationality requirements cannot be offered the post.



SPECIALIST/TECHNICAL PERFORMANCE FRAMEWORK

Operational Effectiveness

Delivers quality outcomes to meet objectives

Uses specialist knowledge and skills to support the delivery of relevant objectives. Ensures a high quality service, balancing the needs of customers and stakeholders. Manages a range of tasks, delivering to time and quality. Adapts and responds to shifting priorities. Deals with challenges and generates solutions.

Manages work through informed and reliable judgement

Uses specialist knowledge and skills to inform decision-making, and minimise risk where practicable. Provides guidance and support, seeking it where appropriate. Promotes continuous improvement proactively by identifying, sharing and applying lessons learnt.

Organisational Influence

Acts with Professionalism

Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others where relevant. Takes account of how own behaviour affects others. Maintains a current understanding of specialist area.

Shows initiative, personal resilience and motivation to deliver a quality service. Upholds legislation, regulations and policy, acting with integrity and challenging those who do not.

Develops effective communications and working relationships

Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others where relevant. Takes account of how own behaviour affects others. Maintains a current understanding of specialist area.

Builds effective relationships with customers, colleagues and stakeholders. Communicates effectively and inclusively with customers, senior managers and team members. Ensures clear, two-way communication through listening and responding appropriately, learning and sharing information. Upholds organisational reputation.

Resource Management

Manages own time and relevant resources efficiently and effectively

Prioritises work and use of resources to meet relevant objectives. Ensures time and resources are used in a way that best meets customer and the organisation's needs. Uses the organisation's resources efficiently, ethically and appropriately. Shows support for efficient working.

YOUR REWARDS

By joining the Metropolitan Police Service, you will be helping to protect the lives of over seven million people. There's nothing more rewarding than knowing that your efforts are having an impact on such a large and diverse community.

In return, you will receive a starting salary of £38,531 gross per annum and a London Location Allowance of £2,930. Annual incremental spine points will achieve progression from minimum to maximum of the pay scale.

As a member of our team, you will also have access to Met Benefits - an external website, offering MPS employees (staff and officers) guaranteed savings at major high street stores and retail outlets nationwide. These benefits are obtained and co-ordinated by Human Resources. You can save money on everything from food, clothes, furniture, electrical and DIY products to hotels, restaurants, cinemas and theatre tickets.

All staff are eligible to join the Metropolitan Police Athletic Association (MPAA) and the Metropolitan Police Sports and Social Association (known as the 'Comets') and enjoy taking part in sporting and social events. The MPS has four well-equipped Sports clubs at Bushey, Chigwell, Hayes and Imber Court, available to all staff as well as family and friends.

For further information regarding the terms and conditions offered by the MPS and assistance in completing your application, please visit the MPS Careers website.

ELIGIBILITY CRITERIA

For further information regarding the eligibility criteria for joining the MPS, please visit the MPS Careers website or the information contained in the application.

The MPS is committed to safeguarding the welfare of children and vulnerable adults. As part of these safeguards, the MPS adopts a consistent and thorough process of safe recruitment in order to ensure that all MPS staff and volunteers are suitable. Posts that involve a high level of contact with children and vulnerable adults will additionally require a Criminal Record Bureau (CRB) check.

Applicants with previous MPS service

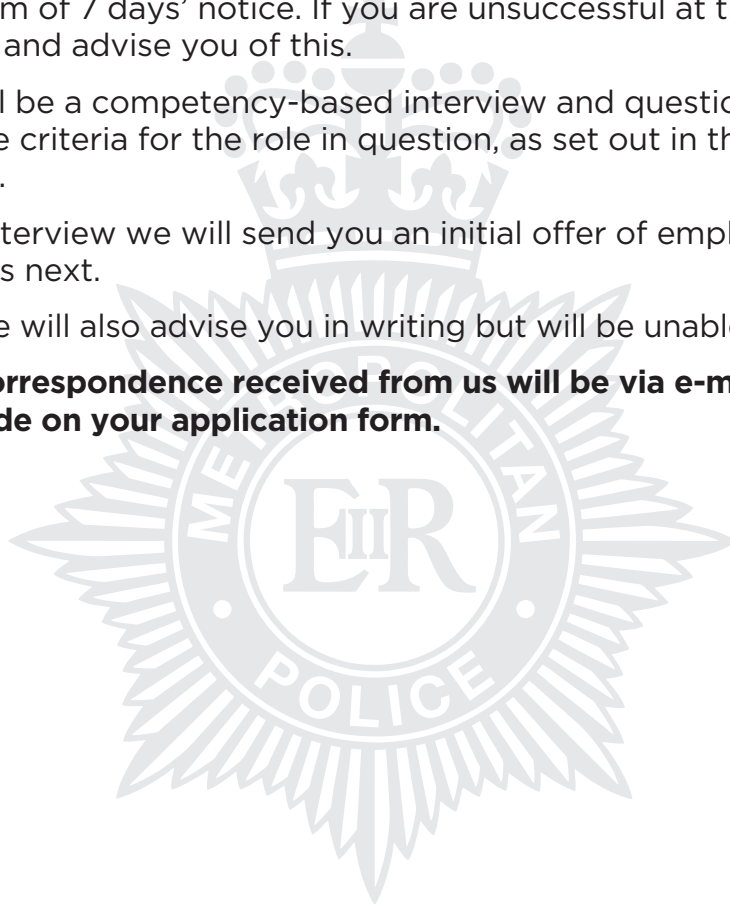
Please note that individuals with previous MPS service who left the MPS as a result of a corporate Early Departure Scheme [where compensation was awarded e.g. redundancy] are not eligible to submit an application to re-join the MPS in any police staff role for a period of 5 years from their date of leaving the organisation. Any applications received that do not comply with this will be automatically rejected.



MAKING AN APPLICATION

- Your application form will be initially sifted against MPS criteria such as convictions and residency.
- Following the initial sift your application will be assessed against the role criteria.
- If successful at this stage we will contact you regarding an interview date. You will receive a minimum of 7 days' notice. If you are unsuccessful at this stage we will also write to you and advise you of this.
- The interview will be a competency-based interview and questions will be posed around the criteria for the role in question, as set out in the advert and information pack.
- If successful at interview we will send you an initial offer of employment which sets out what happens next.
- If unsuccessful we will also advise you in writing but will be unable to offer feedback.

Please note any correspondence received from us will be via e-mail and sent to the address you provide on your application form.



WHAT TO DO NEXT

Please submit your completed online application and an up to date CV by the advert closing date.

For general enquiries please visit www.metpolicecareers.co.uk, which includes an 'Answering Your questions' section or contact the Recruitment Team on 01633 632500.

- The recruitment process is thorough and consequently can be quite lengthy
- Shortlisting and interviews will be based on the criteria listed
- Until an offer of appointment is confirmed in writing, you should not assume your application has been successful.

