



<b>Role Title:</b>	Prevent Intelligence Supervisor
<b>Grade:</b>	PO2
<b>Responsible to:</b>	Detective Inspector FIMU
<b>Responsible for:</b>	No Supervisory Responsibility
<b>Liaison with:</b>	Police Officers, Police Staff, General Public, External Organisations, Agencies and Partnerships
<b>Required Vetting Level:</b>	MV/SC/DV – Management Vetting/Security Clearance/Developed Vetting
<b>Date Published:</b>	January 2026

<b>Role Purpose</b>	<p>The post-holder will act as the primary point of contact for Prevent referrals, to manage the interface between intelligence processes and safeguarding obligations in compliance with National Standards. They will manage, handle and assess information and intelligence relating to Prevent, including confidential information and secret / sensitive intelligence, identify threat and risk levels including determining whether it is developed, disseminated, disposed or stored.</p> <p>To supervise specific CT Core intelligence functions to reduce harm to the UK caused by extremism in compliance with national standards. To supervise CT open-source staff. To provide tactical support and advice to investigations and operations in order to reduce harm to the UK caused by terrorism and extremism.</p>
<b>Main Responsibilities</b>	<p><b>Advice and Guidance</b></p> <ul style="list-style-type: none"> <li>• Provide specialist advice and guidance on non-routine and escalated, complex issues related to area of work</li> <li>• Receive and respond to enquiries from customers, including complex and escalated queries</li> <li>• Analyse and present management information to senior managers and Chief Officers</li> <li>• Act as a recognised source expertise within own area</li> <li>• Generate original ideas and innovative solutions through the provision of expert knowledge and advice</li> </ul> <p><b>Business Improvement</b></p> <ul style="list-style-type: none"> <li>• Identify, propose and implement developments and improvements to the area, unit or project for the mutual benefit of the force and customers</li> <li>• Lead initiatives to improve business processes</li> </ul> <p><b>Customer Service and Representation</b></p> <ul style="list-style-type: none"> <li>• To present a positive image and service to both internal and external customers</li> <li>• Individuals are required to effectively engage with internal and external customers at all levels, in order to provide a high-quality standard of service</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain confidentiality in relation to data protection issues and Management of Police Information standards</li> </ul>
	<b>People Management</b> <ul style="list-style-type: none"> <li>• Manage recruitment, development, motivation and change processes within a team</li> <li>• Advise, motivate, and manage the performance of teams</li> <li>• To assist in implementation of Change Management.</li> <li>• Allocate/ task/ co-ordinate the work to team members within specialist subject area/ project</li> </ul>
	<b>Policies &amp; Strategies</b> <ul style="list-style-type: none"> <li>• Assist in consultation of policies within subject area</li> <li>• Research review and draft policies</li> <li>• Draft and Consult on Policy implementation</li> <li>• Monitor and report on policy implementation to ensure compliance and identify issues/problems</li> </ul>
	<b>Project Management</b> <ul style="list-style-type: none"> <li>• Organise and manage the day-to-day delivery of subject area or projects including planning and deployment of resources</li> </ul>
	<b>Risk Management and Legal Compliance</b> <ul style="list-style-type: none"> <li>• Identify risks within own remit, mitigate risks and inform others on risks</li> <li>• Thorough understanding of associated guidelines and legislation to mitigate risks</li> <li>• Manage risk management schedules to ensure Department/ BCU meets its obligation concerning Health &amp; Safety and escalate serious problems</li> <li>• Monitor and ensure compliance with all regulations and policy guidelines</li> <li>• Escalate major problems</li> </ul>
	<b>Other</b> <p>In addition, the post holder must be prepared to undertake such additional duties which may result from changing circumstances, but which may not of necessity, change the general character or level of responsibility of the post.</p>
<b>Qualifications</b>	<b>Essential</b> <ul style="list-style-type: none"> <li>• Must have a good standard of education to at least A Level or be able to demonstrate equivalent skills and abilities.</li> <li>• Must have completed an intelligence operatives' course or be prepared to undertake one.</li> <li>• Must either be accredited or work towards IPP Accreditation.</li> <li>• Must be prepared to undertake National Prevent Training and Prevent Assessment Framework</li> <li>• Must be prepared to undertake training to support management of a live terrorist incident.</li> </ul> <b>Desirable</b> <ul style="list-style-type: none"> <li>• National Standards of Intelligence Management Supervisor trained</li> <li>• Covert Law Enforcement Managers Course</li> <li>• Proactive Investigations Course</li> <li>• Accredited to PIP 2</li> </ul>

<b>Skills</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Experience of investigating complex and protracted public protection enquiries including the safeguarding of vulnerable individuals in a multi-agency capacity.</li> <li>• Experience of managing high harm threat and risk.</li> <li>• Must have previous experience of handling sensitive intelligence and a sound knowledge of intelligence management principles</li> <li>• Must be comfortable making decisions and providing a sound rationale.</li> <li>• Must be computer literate and proficient in Microsoft applications and Niche.</li> <li>• Able to develop and motivate a team and create strong engagement of individuals with their personal and team objectives and align activity with CTP Wales strategic priorities.</li> <li>• Able to manage the introduction of new processes or ways of working at team level.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Welsh Language Level 2 - Can understand the essence of a conversation, convey basic information, contribute to meetings, transfer telephone calls and respond to simple requests in Welsh. Also introduce oneself and others by name, role, and location/organisation.</li> <li>• Trained in the use of the National Common Intelligence Application (NCIA)</li> <li>• Demonstrate a proven ability to develop strong and effective working relationships with partner agencies and to have worked successfully in a multi-agency environment</li> <li>• Experience of working with diverse communities</li> <li>• Previous counter terrorism policing experience</li> <li>• Previous offender management experience</li> <li>• To possess excellent communication skills and to be able to conduct presentations and briefings</li> </ul>
<b>Knowledge</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Must have a good understanding of terrorism legislation, including but not limited to: Terrorism Act 2000 and 2006, Counter Terrorism and Security Act 2015.</li> <li>• Knowledge of the CONTEST strategy and PREVENT Duty</li> <li>• Must have awareness of the Data Protection Act</li> <li>• Knowledge of contextual safeguarding and an awareness of public protection procedures in particular child protection and protection of vulnerable individuals.</li> <li>• Must have a working knowledge of the National Decision-Making Model.</li> <li>• Knowledge and understanding of intelligence handling procedures and the handling of covertly obtained material.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Knowledge of current local, national and international affairs and how they impact upon the delivery of Counter Terrorism Policing.</li> </ul>

	<ul style="list-style-type: none"> <li>• Knowledge and understanding of communities and the effective working relationships with a wide range of partners, including organisations from the public, private, voluntary, community and faith sectors.</li> <li>• Understanding of MAPPA or youth offending diversion processes</li> </ul>
<b>Personal Qualities</b>	<p><b>Serving the Public</b>  Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests  Understands the expectations, needs and concerns of different communities and strive to address them  Builds public confidence by talking with people in local communities to explore their viewpoints and break down barriers between them and the police  Understands the impact and benefits of policing for different communities and identifies the best way to deliver services to them  Develops partnership with other agencies to deliver the best possible overall service to the public</p> <p><b>Professionalism</b>  Acts with integrity, in line with values of the Police Service  Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and potentially volatile situations  Acts on own initiative to address issues, showing a strong work ethic and demonstrating extra effort when required  Upholds professional standards, acting as a role model to others and challenging unprofessional conduct or discriminatory behaviour  Remains calm and professional under pressure, defusing conflict and being prepared to step forward and take control when required</p> <p><b>Leading Change</b>  Positive about change, adapting different ways of working and encouraging flexibility in others  Constantly looks for ways to improve service delivery and value for money, making suggestions for change and encouraging others to contribute ideas  Takes an innovative and creative approach for solving problems  Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge</p> <p><b>Leading People</b>  Inspires team members to meet challenging goals, providing direction and stating expectations clearly  Acknowledges the achievements of individuals and teams by recognising and rewarding good work  Recognises when people are becoming de-motivated and provides encouragement and support  Gives honest and constructive feedback to help people understand their strengths and weaknesses  Coaches and guides team members, identifying and addressing areas for development</p> <p><b>Managing Performance</b>  Understands the organisation's objectives and priorities and how own work fits into these</p>

Plans and organises tasks effectively to maintain and improve performance  
 Manages multiple priorities, thinking things through in advance, balancing resources and co-ordinating activity to complete tasks within deadlines  
 Knows the strengths of the team members, delegating appropriately and balancing workloads across the team  
 Monitors delivery to ensure tasks have been completed to the right standard and tackles poor performance effectively

### **Decision Making**

Gathers, verifies and assesses information to gain an accurate understanding of situations  
 Considers a range of possible options before making clear, timely, justifiable decisions  
 Reviews decisions in light of new information and changing circumstances  
 Balances risk, cost and benefits, thinking about the wider impact of decisions  
 Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in public interest

### **Working with Others**

Works co-operatively with others to get things done, willingly giving help and support to colleagues  
 Is approachable, developing positive working relationships and good team spirit  
 Explains things well, ensuring instructions are understood and talks to people using language they understand  
 Listens carefully and asks questions to clarify understanding, expressing own views positively and constructively  
 Persuades people by stressing the benefits of a particular approach, keeping them informed of progress and managing their expectations  
 Is courteous, polite and considerate, showing empathy and compassion  
 Deals with people as individuals and addresses their specific needs and concerns  
 Treats people with respect and dignity, dealing with them fairly and without prejudice regardless of their background or circumstances

All individuals of Counter Terrorism Policing Wales must display the qualities to be able to work in an organisation with minority groups and provide service to minority groups in communities. They must show that they are able to contribute to an open, fair working environment where inappropriate behaviour is not permitted. They must display no evidence of the likelihood to contribute in any way to workplace bullying or any other form of discriminatory behaviour.

## Method of Assessment

When completing your application please ensure you only complete the sections marked below as these are the sections you will be marked against for the shortlisting stage of your application.

	Shortlisting
Qualifications	Yes
Skills	Yes
Knowledge	Yes
Personal Quality – Serving the Public	
Personal Quality – Professionalism	
Personal Quality – Leading Change	
Personal Quality – Leading People	Yes
Personal Quality – Managing Performance	Yes
Personal Quality – Decision Making	Yes
Personal Quality – Working with Others	