



Specific Role Profile

This Specific Role Profile sheet covers specific areas of activities that are not included in the Generic PPF Role Profile. It will include responsibilities, knowledge, skills, delivery and working arrangements relevant to this role.

POLICE OFFICER

| ROLE SPECIFIC INFORMATION | |
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| Job Title: | Airport Policing Manager |
| Rank: | Inspector |
| Operational / Non Operational Role | Operational Role |
| Vetting Level: | SC Clearance |
| Reporting to: | Head of Unit (Chief Inspector) |
| Specific Role Purpose: | <p>As the Airport Manager you will be responsible for safety and security of over 11 million passengers and visitors to the Airport each year and over 6,000 Airport Employees.</p> <p><i>“To deter an unlawful act against civil aviation requires the presentation of a police profile sufficient to persuade a would be perpetrator that the airport, airline, air cargo, agent or approved caterer is a “hard target” and that there is a high risk of failure and/or apprehension”</i></p> <p>You will collaborate with Birmingham Airport Limited and partner agencies to achieve this objective.</p> |
| Specific Role Responsibilities: | <ul style="list-style-type: none"> • Develop and maintain relationships with the airport community, partners and colleagues to drive collaboration across the airport footprint and ensuring any threats are addressed and mitigation is put in place to minimise harm. This will involve attending regular meetings with the airport to discuss performance and any other topical issues. • Identify, manage and mitigate threats and risk to the airport in line with national guidance and operational policing plans in order to ensure the safety of the travelling public, officers and staff. This will involve participation in a risk assessment forum (RAG) and the Security Executive Group (SEG) with other key partners within the airport environment. Acting as a point of liaison with the airport management for all matters. • Analyse and evaluate the effectiveness of existing processes and practices within the Police Services Agreement and accepted working practices at the airport in order to identify and implement opportunities for change and |

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| | <p>innovation. Developing and maintaining a patrol strategy in line with identified risk within the airport footprint.</p> <ul style="list-style-type: none"> • Plan, manage and monitor the front line and/or specialist operational policing activity for the Airport Policing Unit, managing competing demands and priorities to make informed deployment decisions and ensure best use of available resources. • Lead, motivate and engage a team of sergeants, constables and police staff, protecting and promoting workforce wellbeing to uphold professional standards and enable a high performing team. • Contribute to the setting, monitoring and assessment of team/individual key performance indicators in alignment with wider objectives, taking corrective action as necessary to ensure that the team effectively contribute towards the achievement of Force goals. • Manage the initial response to critical incidents, in alignment with relevant frameworks and guidance, ensuring appropriate resource allocation and risk management to enable effective service delivery. • Manage matrix teams providing clear tasking in accordance with operational policing plans and priorities to provide an efficient and effective response to problems, incidents and crime. • Review and report on team expenditure to ensure the efficient use of available budgets and maximise value for money. • Analyse performance data and information against team objectives in order to effectively inform workforce planning, budgets and the measurement of department and force goals. • To deliver Project Servator at Birmingham airport as the Disruptive Effects Tactical Commander (DETaC) against the Disruptive Effects (DE) strategy utilising their DE deployment capabilities. To maintain DETaC accreditation. • To represent Birmingham Airport Policing Unit at local, regional and national forums. • To undertake other roles and responsibilities within the Operations Department as necessary |
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| SPECIFIC COMPETENCIES REQUIRED FOR EFFECTIVE PERFORMANCE | |
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| Knowledge & Experience | |
| <i>This section should detail the requirement of previous experiences and knowledge gained from academic qualifications if appropriate. e.g. knowledge of PEACE, significant investigation experience.</i> | |
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| We Analyse Critically | <ul style="list-style-type: none"> • I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. |

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| | <ul style="list-style-type: none"> • I think about different perspectives and motivations when reviewing information and how this may influence key points. • I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. • I understand when to balance decisive action with due consideration. • I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. • I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing. • I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics. |
| We are innovative and open minded | <ul style="list-style-type: none"> • I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing. • I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population. • I am flexible in my approach, changing my plans to make sure that I have the best impact. • I encourage others to be creative and take appropriate risks. • I share my explorations and understanding of the wider internal and external environment. |
| We deliver, support and inspire | <ul style="list-style-type: none"> • I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. • I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. • I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. • I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas. • I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service. • I motivate and inspire others to achieve their best. |
| We are collaborative | <ul style="list-style-type: none"> • I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. • I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. |

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| | <ul style="list-style-type: none"> • I understand the local partnership context, helping me to use a range of tailored steps to build support. • I work with our partners to decide who is best placed to take the lead on initiatives. • I try to anticipate our partners' needs and take action to address these. • I do not make assumptions. I check that our partners are getting what they need from the police service. • I build commitment from others (including the public) to work together to deliver agreed outcomes. |
| We take ownership | <ul style="list-style-type: none"> • I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. • I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. • I am accountable for the decisions my team make and the activities within our teams. • I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. • I actively encourage and support learning within my teams and colleagues. |
| We are emotionally aware | <ul style="list-style-type: none"> • I consider the perspectives of people from a wide range of backgrounds before taking action. • I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome. • I promote a culture that values diversity and encourages challenge. • I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. • I take responsibility for helping to ensure the emotional wellbeing of those in my teams. • I take the responsibility to deal with any inappropriate behaviours. |
| Skills <i>This section should detail the competency requirement which could be developed through non formal training. e.g. effective time management, influencing and negotiating, effective communication including written and verbal.</i> <i>Refer to the skills database for core operational skills</i> | |
| Essential: | <ul style="list-style-type: none"> • Fit for front line operational duties • Substantive Inspector • Experience of working in collaboration with internal and external partners • Experience of Identifying, managing and mitigating threats |

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| | <ul style="list-style-type: none"> • Proven ability around critical and long-term decision making using NDM/THRIVE+ • Effective communication skills both written and verbal • Experience in Managing the initial response to critical incidents |
| Desirable: | <ul style="list-style-type: none"> • Accredited Disruptive Effects Tactical Commander (DETaC) – Project Servator. • Bronze Public Order Commander • CBRN Operational Commander • Experience of working with commercial enterprises. |

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| Additional Information: | <p>Please note this is an externally funded post for a full-time position. Flexible Working Applications will be considered in line with Force Policy and with HR guidance but they need to be supportive of the Units Aims, Objectives and Service Level Agreements with BAL. It is recommended that if you have any concerns you speak to Inspector Chris Cotton who can offer further details.</p> <p>The Airport Policing Manager works primarily a Monday to Friday shift pattern (0800x1600) but there is some requirement to work outside of these hours to support events and operations within the Airport footprint or within the wider Operations Department.</p> <p>Owing to the post being externally funded there are limitations in terms of existing roles and qualifications that can be retained whilst in this role. It has been agreed Command Roles such as ‘CBRN Operational Commander’ and ‘Bronze Public Order Commander’ offer value and can be retained. Other roles and qualifications will be reviewed on a case by case basis.</p> <p>The post holder will support and have ownership for several portfolios (at a Force, Regional and National Level) which may include Drone Mitigation, Project Servator and the governance of National Police Air Service, reporting directly to Silver leads.</p> <p>The successful applicant will be required to undertake Disruptive Effects Tactical Commander Training and to pass the final assessment in order to support Project Servator at Birmingham Airport. This training which is two days may be run out-of-force. There will be a requirement for the applicant to maintain their accreditation whilst aligned to the APU.</p> |
| Restriction Level: | |