Metropolitan Police Service
Information Pack

COUNTER TERRORISM (CT)
CYBER OPERATIONS OFFICER
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.
Organisation

The Metropolitan Police Service (MPS) now employs over 50,000 people in a wide variety of jobs from uniformed police officers patrolling London’s streets to support staff providing essential support services. The Service also includes over 5,000 Special Constable Volunteers.

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 and has a role in the appointment, and if necessary, discipline and removal of senior police officers.

The MPS has an annual net budget of £3.6 billion – more than 25% of the total police budget for England and Wales. It is one of the largest employers in London and South East of England.

The 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.
The following chart shows how the MPS is structured.
MPS Values, Mission and Priorities

Our success depends on us all working towards the same goals. Our strategy, led by the Police Commissioner, 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 Victim Care

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.

Total Professionalism

How we will achieve Total Policing as a whole is through Total Professionalism. Whatever we do, even where we have to be assertive, we do it professionally, courteously and, most importantly, we do it effectively. Setting standards and maintaining these standards across the organisation day in day out. We expect the highest standards from staff across the MPS and rightly so, the work of police is closely scrutinised. Likewise when officers and staff do an outstanding job they should know how much it is valued by the rest of the MPS, and no doubt the Londoners we serve. To make the MPS the best police service, everyone has an important role to play.
Specialist Operations 15 (SO15) Counter Terrorism Command:

Aims to protect London and the UK from the threat of terrorism. Brings together intelligence, operations and investigations functions. It also engages with a range of partners to prevent terrorist related activity, including the British Security Service and Secret Intelligence Service. The Counter Terrorism Command operates against the threat of terrorism at a local, national, and international level and supports the national Counter Terrorism Network and the Senior National Co-ordinator Counter Terrorism.

With over 1,800 officers and staff and 70 different units, SO15 is one of the largest Command Units in the MPS, second only in size to Westminster. It is also a Command with an extraordinarily wide remit. Whilst we are primarily responsible for countering the threat from terrorism on behalf of the MPS, our remit extends far beyond the traditional boundaries of the MPD. We work 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 in to war crimes and politically motivated murders, and crimes under the Official Secrets Act.

Importantly we also have a broad international responsibility and regularly work 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 we have seen the threat from terrorism diversify in style and extend into new arenas; a trend which will undoubtedly continue into the future.

But it isn’t just the work of officers and staff in SO15 that is vital to the UK’s efforts to counter the threat from terrorism and domestic extremism. Officers and staff from across the MPS have an important role to play in keeping the UK and UK interests safe from those who wish us harm. Whether you are making your communities aware of the anti-terrorist hotline, engaging with your local CTIO and CT focus desk, or making London a hostile environment to terrorists and extremists through patrols, intelligence gathering and supporting communities in crisis, everyone in the MPS is a counter terrorism officer.
Job title: CT Cyber Operations Officer

OCU/Group/Section: Communications Exploitation Group

Reports to: DI/DS/Band M Technical Manager

Staff Reporting: None

Location: NSY

Pay Band: Band D

Role
As a Cyber Operations Officer you will act as a lead case developer and ‘Targeter’ in relation to ongoing investigations with a Cyber footprint. This will include spanning hacking, and monitoring online radicalisation, ideologies and mind-set by both monitoring and developing investigations in the context of CT threats.

Scope (Tasks & Responsibilities)
• As a lead case developer, support short and long-term operations by actively developing leads and lines of investigation, collaborating with colleagues and partner agencies as necessary to generate evidence in support of prosecutions
• Conduct open source gathering of material – focussing externally and horizon scanning, identifying trends and anticipating future events that may impact security.
• Conduct thematic analysis of information
• Act as a point of reference for forensic examinations and investigating officers, providing advice and guidance on cyber technologies – where to find relevant information, how this can be accessed and by whom
• As a ‘Targeter’, research and investigate key groups and entities that pose a threat in the national security framework, using understanding of mindset/ideologies, current affairs and modes of operation
• Attend and present evidence at internal investigations meetings, and in court as required.
• Keep abreast and up to date with relevant current affairs issues, technologies and subject matter requirements as required.

Applicants may be posted to a variety of roles within the Communications Exploitation portfolio with opportunities for lateral progression across these areas.
JOB DESCRIPTION - CT CYBER OPERATIONS OFFICER
COMMUNICATIONS EXPLOITATION GROUP

**Requirements**

- Vetting Level Minimum of SC (there may be a requirement to be DV cleared further in the process for some of the roles)
- 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.

**Qualifications**

**Essential**

- Have or be expecting a 2:1 degree or above OR Post-graduate qualification.

**Desirable**

- Education in technical disciplines e.g. Computer Science
- Professional industry qualifications and/or demonstrable self-learning.

**Technical/Subject Matter knowledge/experience**

**Essential**

- Experience in working with large data sets and extrapolating and analysing information
- Overview of cyber – communications data that criminals might use e.g. devices, digital media, Network infrastructures, Internet protocols, encryption, spoken and written foreign languages, software development, darkweb, digital currencies. Interest in or knowledge of anonymising technologies (how to keep oneself secure online)
- Knowledge/awareness of or interest in current affairs (e.g. key events, situations, threats).

**Desirable**

- Foreign languages particularly Arabic, Urdu, Somali
- Knowledge of RIPA, Data Protection Act & Human Rights Act
- Experience in visualisation/analysis software (I2, GIS, Microsoft Visio, Splunk, Hadoop) and in dealing with large volumes of structured and unstructured data (e.g. server logs) and analysing trends and patterns within them
- Experience in data/statistical modelling.
Experience/Context

• InfoSec/technology/software development, technical elements of law enforcement, corporate/academic IT.

Personal Specification/Competencies

Motivation & Fit
Highly motivated and determined to contribute to the mission. Engages in continuous learning to become a subject matter expert, particularly in technologies.

Analytical Mindset & Problem Solving
Identifies and gathers relevant sources and types of information. Applies an analytical and logical mind-set to interpret large volumes of information, particularly quantitative. Considers alternative (including innovative and creative) approaches to solving problems.

Decision-making
Considers options and makes clear, timely, justifiable decisions independently.

Collaborative Working
Works co-operatively with others, developing positive working relationships with customers, colleagues and stakeholders (including senior colleagues).

Delivering High Quality Results
Organises tasks effectively and in line with the organisation’s objectives and priorities, prioritising and managing time well.

Professionalism & Resilience
Takes initiative and ownership for resolving problems, has a strong work ethic and manages the demands of the role effectively.

Communication Skills
Communicates effectively, using plain language and simplifying technical information appropriately to the audience. Excellent written communication skills with particular emphasis on strong scientific report-writing skills.
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.
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 between £24,500 and £25,241 gross per annum and a London Location Allowance of £3,501. 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 download the guidance notes for Police Staff applications available on the MPS Careers website.

YOUR REWARDS
For further information regarding the eligibility criteria for joining the MPS, please refer to the guidance notes available on the MPS Careers website or 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.
Recruitment Process

Assessment Stage 1:
Application form
• Personal details, education history, declarations of conduct etc.
• Personal statement and Competency Based Questions
Online Assessments
PNC Check

Assessment Stage 2:
Assessment Centre
Technical Interview
Conditional Offer
Reference Check
Vetting
The Vetting Level Minimum is SC (there may be a requirement to be DV cleared further in the process for some of the roles).

Please complete your application online by midday on Monday 29th June 2015.

• 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.

Contact:
Tel: 0845 366 5556
Email: MPSCyberRecruitment@penna.com