



# Staffordshire Police - Role Profile

## Senior Network & Security Engineer – Team Leader

<b>Grade/Wage:</b>	H (£39,183 to £45,873+) Hybrid working model
<b>Directorate:</b>	Enabling Services
<b>Reports to:</b>	IT Partner – Networks and Communications
<b>Direct Reports:</b>	Network & Security Technician Network & Security Engineer Senior Network & Security Engineer

### Role Purpose

**Technology, Innovation and Change** are responsible for transforming and supporting all digital technology across Staffordshire Police force. The operating structure is split into four core teams:

- **Strategy**  
Responsible for identifying and selecting technologies.
- **Transformation**  
Responsible for delivering and implementing changes to the technologies.
- **Operations**  
Responsible for configuring and supporting the infrastructure and applications.
- **Service**  
Responsible for supporting and servicing all end users of technology.

Within Operations, **The Networks and Communications team** provide technical excellence across network and security, cyber security, communications, GIS and are responsible for the following key areas:

- Network infrastructure.
- Firewall and security gateway infrastructure.
- Threat/vulnerability detection and intrusion detection/prevention systems.
- Voice and video infrastructure.
- Integrated Communications Control System (ICCS) telephony and management systems.
- Mobile device and Airwave radio infrastructure.
- GIS mapping.

**Senior Network & Security Engineer – Team Leader** is required to manage, inspire, develop, motivate and lead a team of five skilled network & security engineers whilst remaining technically hands-on. A strong set of technical, communication and management skills are essential ensuring integrity, security and availability to Staffordshire Police and partners at all times.

### Key Tasks and Responsibilities:



- Provide specialist technical skills and knowledge to support and develop core network and firewall infrastructure in a multi-vendor environment including design, installation, configuration, support and maintenance across LAN, WAN, Wifi and resilient data centres to industry standard best practise.
- Lead and provide specialist technical assistance to projects which may often be complex in nature, ensuring solutions meet required quality levels and that specialist information is offered to assist senior colleagues in making appropriate decisions.
- Take ownership of requests and act as a point of escalation for complex technical issues.
- Manage and support relevant configuration, availability, capacity, continuity and release management activities in line with the ITIL framework and through change management.
- Manage network incidents and service requests to meet the needs of the force and make best use of resources available facilitating timely resolution.
- Propose enhancements to the infrastructure in collaboration with the architecture team and in formulating strategic direction for the infrastructure estate.
- Abide by security policies and procedures and implement security directives.
- Revise or develop procedures and policies, and contribute to the successful implementation in order to deliver appropriate benefits and ensure legislative or security requirements are met.
- Ensure all network and security firmware or application releases are managed and deployed in line with industry standard best practice.
- Monitor all network and security appliances, interpret statistical data and provide reporting/trending to ensure best possible service is being delivered.
- Produce and maintain supporting technical documentation.
- Coordinate with 3<sup>rd</sup> party suppliers and vendors to progress objectives where applicable.
- Provide guidance and mentoring to other network team members.
- Highlight any skills gap and professional training requirements to support technologies.
- Provide out of hours support cover as part of an on-call rota.

### Staff Benefits:

- Additional allowances paid for on-call standby and call outs.
- Annual leave entitlement of 28 days plus bank holidays.
- Flexitime.
- Hybrid working model.
- Training and development.
- Employers pension contribution of 15.5%
- Blue light discount card.
- On-site gym.
- Sick pay scheme.
- Fostering friendly policy.
- Family friendly policies e.g. maternity, paternity, parental leave, adoption.
- Occupational health.
- Staff associations.
- Reward and recognition.
- Lottery.

### Behaviours



The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

**Resolute, compassionate and committed**

We are emotionally aware	Valuing Diversity	3
	Managing Sensitivities/Political Savvy	4
We take ownership	Customer Service	4
	Maintaining Accuracy/Sustainable Working	4

**Inclusive, enabling and visionary leadership**

We are collaborative	Partner Working	3
	Managing Complexity/Strategic Planning	4
We deliver, support and inspire	(self) Leadership	4
	Supporting Colleagues/Coaching & Mentoring	4

**Intelligent, creative and informed policing**

We analyse critically	Problem Solving	4
	Situational Judgement	4
We are innovative and open-minded	Continuous Improvement	3
	Futurology	3

**Education, Qualifications and Experience**

<b>Essential:</b>	<b>Desirable:</b>
<ul style="list-style-type: none"> <li>Cisco CCNP qualification.</li> <li>Post graduate degree or equivalent qualification/experience.</li> <li>At least 4 years working in a 3<sup>rd</sup> line network engineer role.</li> </ul>	<ul style="list-style-type: none"> <li>Management or leadership experience.</li> <li>Network design qualification.</li> <li>Network security qualification.</li> </ul>

**Technical/Operational Skills Matrix (See Skills Matrix)**

<b>Essential:</b>	<b>Desirable</b>
<ul style="list-style-type: none"> <li>Multi-vendor switch, router, wifi and firewall implementation, configuration and troubleshooting experience.</li> <li>In-depth knowledge of routing protocols e.g. OSPF, BGP.</li> <li>Remote access, IPSec and site-to-site VPNs.</li> <li>Network protocol analyser experience.</li> </ul>	<ul style="list-style-type: none"> <li>Nexus ACI experience.</li> <li>Juniper experience.</li> <li>Aruba experience.</li> <li>F5 experience.</li> <li>Cisco ISE experience.</li> <li>Cloud/365 experience.</li> <li>SDWAN experience.</li> <li>Secure Web Gateway experience.</li> <li>ITIL.</li> </ul>

<b>Leadership Passport Level</b>	Practitioners & Team Leaders	1 <sup>st</sup> Line Mngrs	2 <sup>nd</sup> Line Mngrs	Senior Mngrs
	1	2	3	4



\* Indicates that training will be provided as part of the role in this skill

CPD Requirements						
Professional Registration/Licences						
Special Conditions						
Own car for business use	Yes					
Higher level vetting required	No					
Requirement to wear Uniform	No					
Requirement for post entry training	No					
Fixed Hours	No					
Weekend working expected	Occasional					
Shift allowance	No					
Fixed term or temporary role	Fixed					
Politically Restricted	No					
On call/standby rota	Yes					
Flexitime Role	Yes					
Notice Period	1 week	28 Days	1 month	<b>3 months</b>		
Agile Profile (See Agile Matrix)						
Base	Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours