



ROLE PROFILE

Post Title:	Senior Network Engineer	
Grade:	LC 10	JE: 1207
Location:	Lancashire Constabulary Headquarters - ICT	
Responsible to:	Communication and Networks Manager	
Responsible for:	ICT Network Team	

Job Purpose:

To manage and lead the Network team within ICT, providing support and maintenance to ICT equipment, whilst ensuring business requirements and objectives are met.

Key Responsibilities:

This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.

- To be responsible for managing the Network team, ensuring organisational and operational requirements for the Constabulary are met, in the most cost effective way.
- To provide technical advice to customers, stakeholders and ICT staff in order to maximise system performance and to facilitate the implementation of changes and new products/applications.
- To supervise the design, installation and support of Network systems, including the specification of equipment requirements.
- To ensure that there are effective systems of internal control operating within Networks, ensuring compliance with Constabulary policies and ICT National Standards.
- To ensure that systems, installations and projects are recorded and mapped appropriately.
- To deliver high quality provision of support services to internal and external service users
- Provide advice and leadership to the Network team, ensuring service delivery is aligned to operational and customer needs.
- To identify training needs for the staff within Networks and to contribute towards training needs analysis.
- To participate in the ICT On Call Rota.

- Provide support, guidance and advice to the Communications Manager on matters included with the scope of responsibilities.
- To undertake other duties and additional responsibilities as determined by the Communications Manager, consistent with the grading of the post.

Behaviours :

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. These competencies will be incorporated into the interview stage of the selection process.

For more details on these competencies please follow the link provided.

<https://profdev.college.police.uk/competency-values/>

This role is required to operate at or be working towards the levels indicated below:

Resolute, compassionate and committed

Behaviour	Level	To be Identified by
We are emotionally aware	3	Interview
We take ownership	3	Interview

Inclusive, enabling and visionary leadership

We are collaborative	3	Interview
We deliver, support and inspire	3	Interview

Intelligent, creative and informed policing

We analyse critically	3	Interview
We are innovative and open minded	3	Interview

Please note the link will provide information about all competency levels however you should refer to the level indicated above.

The levels are progressive so for example if level 2 is applicable all the areas in Level 1 & 2 in that competency area would apply to the role.

Values :

All roles are expected to know understand and act within the ethics and values of the Police Service. These will be assessed within the application/assessment or interview stage of the recruitment/selection process.

Integrity	Impartiality
Public Service	Transparency

Qualification		
Essential	Desirable	To be identified by
HNC Electronics/ Computing/ Network Engineering/ equivalent qualification or willingness to work towards		Application Form
Recruitment & Selection Trained or willingness to work towards		Application Form
ITIL Management Certificate or willingness to work towards		Application Form
Project Management qualification – Prince 2 or equivalent or willingness to work towards		Application Form
CISCO Certified Network Engineer/Juniper Equivalent		Application Form
Knowledge / Experience		
Knowledge of Network discipline		Interview
Knowledge and experience of: <ul style="list-style-type: none"> • Access Control • Security • LAN • WAN • Firewalls 		Application Form/ Interview
Experience and knowledge of current IT infrastructure, applications and systems		Application Form/ Interview
Experience of preparing and delivering management information, briefings and reports		Application Form/ Interview
Experience of managing, motivating and developing staff in order to achieve business objectives		Application Form/ Interview
Experience of formulating and developing strategies, policies and procedures		Application Form/ Interview
Experience of and the ability to engage with a wide range of stakeholders, internally and externally		Application Form/ Interview
Experience of communicating effectively across a wide spectrum of people, both individually and in groups		Application Form/ Interview
Experience of producing and implementing technical procedures and associated supporting documentation		Application Form/ Interview
Experience of planning, managing and implementing ICT projects		Application Form/ Interview
Other		
An acceptable level of sickness / absence in accordance with the Constabulary's Attendance Policy.		Attendance to be checked post interview by Recruitment for internal staff, via references for external applicants
Required to pass relevant vetting level		Application Form/ Vetting process

Demonstrates a flexible approach to working practices and hours		Interview
The ability to travel on Constabulary business, as required		Interview

Please note that the use of the terms “Assessment & Interview” is based upon candidates being successfully short-listed. In addition, the Division reserves the right to select the most suitable candidate based upon any combination of assessments that is deems appropriate.

Date last updated: July 2020