



# PROTECTING COMMUNITIES FROM SERIOUS ORGANISED CRIME



**The South East Regional Organised Crime Unit (SEROCU) is aimed at reducing the impact and increasing the disruption of serious and organised crime within the region.**

The SEROCU works in conjunction with the UK Border Force, HM Revenue and Customs (HMRC), the National Crime Agency (NCA) and the Crown Prosecution Service (CPS) to combat cross-border organised crime.

Serious and organised crime affects more UK citizens than any other national security threat. It leads to more deaths in the UK each year than all other national security threats combined.

The National Crime Agency (NCA) assesses that the threat from serious and organised crime is increasing. Serious and organised criminals are continually looking for ways to exploit victims and to make money.

The SEROCU provides innovative methods, and niche and specialist police officers in order to effectively target and disrupt these serious organised criminals.





# WELCOME



Are you interested in being a part of our South East Regional Organised Crime Unit (SEROCU), but don't think that you have the right skills or qualities? Think again! We welcome people with inquisitive minds, who like to take a different approach. Our SEROCU is an exciting and challenging place to work, where we focus on tackling serious and organised crime – the biggest national security threat faced by the UK.

Our SEROCU is made up of many different capabilities and offers a wealth of career options for staff and officers. Our intelligence capability is central to our work, to help us understand the strategic picture as well as tactically managing and exploiting sensitive intelligence opportunities. We also provide specialist investigative capability across many crime type areas, including – cyber and economic crime. Finally we provide covert capabilities to support both regionally and locally led operations – for example undercover work and technical support.

We are looking for a broad spectrum of people to join us who will provide the skills and passion to prevent and defend against serious and organised crime. We work hard to disrupt the networks and individuals who commit or enable serious organised crime by removing the opportunities they exploit, putting them through the criminal justice system, and going after their finances and assets. Ultimately, protecting the communities in the South East is the number one priority for our SEROCU.

Our SEROCU is a great place to work – please contact us with any questions, or if you are interested in becoming part of our unit. You will find details on how to contact us at the end of this pack.

**Assistant Chief Constable Peter O'Doherty**



# THE NATIONAL PICTURE FOR SERIOUS AND ORGANISED CRIME



**“Serious and organised crime affects more UK citizens, more often, than any other national security threat and leads to more deaths in the UK each year than all other national security threats combined. It costs the UK at least £37 billion annually. It has a corrosive impact on our public services, communities, reputation and way of life. Crime is now lower than it was in 2010, although we are also aware that since 2014 there have been genuine increases in some low volume, high harm offences. The National Crime Agency (NCA) assesses that the threat from serious and organised crime is increasing and serious and organised criminals are continually looking for ways to sexually or otherwise exploit new victims and novel methods to make money, particularly online.”**

## *Serious and Organised Crime Strategy 2018*

The UK response is to disrupt and target the highest harm serious and organised criminals and networks by:

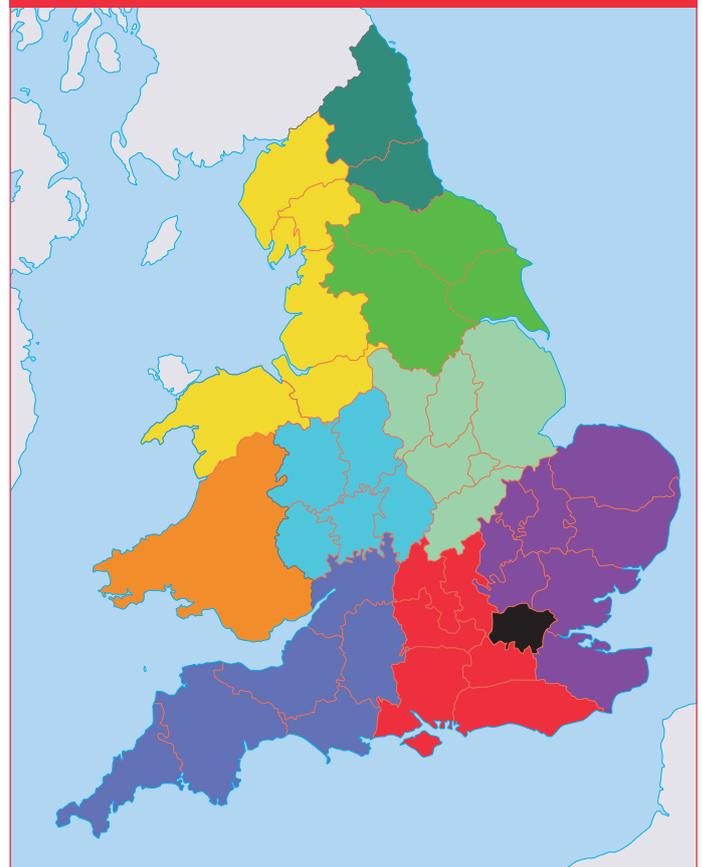
- Proactively targeting, pursuing and dismantling the highest harm networks affecting the UK..
- Building the highest levels of defence and resilience in vulnerable people, communities, businesses and systems, giving criminals fewer opportunities to target and exploit.
- Stopping the problem at source by developing preventative methods and education to divert more young people from a life of serious and organised crime and reduce reoffending.

## Regional units

Regional Organised Crime Units (ROCUs) were set up as part of a national network to tackle serious and organised crime. They work with police forces across the country, the National Crime Agency (NCA) and other national law enforcement agencies to tackle serious and organised crime.

The South East Regional Organised Crime Unit (SEROCU) is one of nine ROCUs in the UK. The SEROCU is a police unit responsible for delivering specialist and niche capabilities to Thames Valley Police, Hampshire Constabulary, Surrey Police and Sussex Police. We also support Kent’s prison estate.

ROCUs					
	EMSOU		NERSOU		TITAN
	ERSOU		SEROCU		WEST MIDLANDS
	LONDON		SWROCU		YORKS & HUMBER
			TARIAN		



## OUR CAPABILITIES



**There is a wide range of opportunities and roles available within the unit, which fall under the following capabilities:**

- Sensitive Intelligence Unit
  - Tactical exploitation of sensitive intelligence sources
  - Intelligence assessment – strategic and tactical analysis
  - Regional Organised Crime threat assessment
  - Sensitive Intelligence Tactical Advice
  - Gateway: management of serious and organised crime system tasking
  - Government Agency Intelligence Network (GAIN) Coordinator
- Regional Investigations Syndicates
- South East Regional Economic Crime Unit (RECU)
  - Regional Asset Recovery Team (RART)
  - Regional Fraud Team
  - Asset Confiscation Team (ACE)
  - Regional Cash Team (RCT)
  - Financial investigation support to Investigation Syndicates
- Multi-Agency Response to Serious Organised Crime
- Regional Cyber Crime Unit
  - Protect, prevent and pursue capabilities
- E-forensics
- Regional Dark Web Operations Team
- Technical Surveillance Unit (TSU)
- Covert Operations Unit (COU)
- Undercover Online (UCOL)
- South East Region Prison Intelligence Team (SERPIT)
- County Lines Intelligence Co-ordinator
- Operational Security (OPSY)
- Business Support

### Sensitive Intelligence Unit

The Sensitive Intelligence Unit (SIU) is part of a national infrastructure set up to provide a single intelligence picture of the threat posed by serious and organised crime in the South East. This drives operational business and helps develop opportunities for enforcement activity. It specifically provides a gateway function to access sensitive equities and manages sensitive intelligence on behalf of the forces of the South East.

The GAIN network supports the forces within the region to assist in matters relating to serious and organised crime, targeting organised crime groups and opportunities for joint working to combat such criminality. The GAIN network co-ordinates the delivery of strategic and tactical options to tackle serious and organised crime in line with the national strategy.

### Regional Investigations Syndicates

The Regional Investigations Syndicates are split across several sites in the south east region. In addition, they also provide the surveillance capability for the SEROCU.

The role of the syndicates is to investigate, disrupt and dismantle the most harmful serious and organised crime groups impacting the south east region. They take on investigations developed within SEROCU or from other law enforcement bodies and other agencies. They can also provide ad-hoc specialist support to other ROCUs or law enforcement bodies.

The team is made up of multi-skilled PCs and DCs, police staff including investigators, intelligence development officers and analysts. The team conducts investigations using covert and overt techniques, against groups or prominent individuals to reduce the threat of organised crime impacting on the South East.

## OUR CAPABILITIES



### South East Regional Economic Crime Unit

The South East Regional Economic Crime Unit (RECU) is made up of four different teams:

- Regional Asset Recovery Team (RART) - provides financial intelligence and investigation development in support of operational activity.
- Regional Fraud Team (RFT) - conducts investigations against organised crime groups or individuals identified as being involved in high level fraud activity impacting on the south east region.
- Asset Confiscation Team (ACE) - the team was established to assist HMCTS and CPS to enforce confiscation orders obtained by all law enforcement agencies to maximise the disruptive impact on criminals. They achieve this by recovering assets to compensate victims and to remove criminal capital from the economy.
- Regional Cash Team (RCT) - working with partner agencies, they are responsible for cash seizures at Gatwick Airport from both inbound and outbound travellers who have a significant amount of cash in their possession, without a legitimate explanation. The team also carries out operations at the other ports within the south east region, such as Newhaven, Portsmouth and Southampton Airport.

In addition, there is also the Financial Investigation Support Team - this team works to develop financial intelligence, investigates the money laundering aspects of the criminality, evidences specific transactions to show links between individuals and significant events, and provides alternative financial investigation strategies such as civil recovery.

### Multi-Agency Response to Serious Organised Crime

The objectives of the Multi-Agency Response to Serious Organised Crime are to identify the highest risk serious and organised crime subjects in our communities and prisons.

They assess and prioritise these highest risk subjects utilising multi-agency intelligence and information, and then disrupt and minimise the risk posed by them.

### Regional Cyber Crime Unit

The Regional Cyber Crime Unit sets out to tackle both cyber-dependent crime and the most complex and serious cyber-enabled crime.

The unit is made up of the Cyber Pursue Team, Cyber Protect and Prevent capabilities. The Pursue element of the unit specialises in tracking down those engaged in the most serious computer attack enquiries. This involves targeting those involved in large scale computer malware attacks, hacking, network intrusions and denial of service attacks (DDOS). Their work also targets large scale computer fraud and criminal activity on the Darknet marketplace.

Protect officers work with businesses, industry, government and law enforcement agencies to increase cyber-crime awareness and their resilience to cyber threats.

Prevent officers work in offender management and engage with subjects involved in cybercrime or are on the verge of cybercrime, to deter them and provide positive diversions away from cybercrime. They also deliver the prevent message to schools, universities, businesses and others involved within the wider cyber community.

## OUR CAPABILITIES



### Digital Forensics Unit

The Digital Forensics Unit supports all the SEROCU capabilities with the routine recovery of digital evidence from a range of devices.

They offer highly specialised services to the region and forces including phone examinations, vehicle telematics downloads and on-scene data acquisition.

### Technical Surveillance Unit (TSU)

The Technical Surveillance Unit provides a comprehensive technical capability to the south east forces, specialist investigative teams and law enforcement partners.

### Covert Operations Unit

The Covert Operations Unit provides undercover capability and advice to the forces within the south east region, as well as the SEROCU and has undercover operatives deploying physically and within the online environments.

### South East Region Prison Intelligence Team (SERPIT)

SERPIT's role is to exploit intelligence that exists within the prison service environment and other institutions, in order to disrupt the activities of subjects who present the highest threat and risk in relation to national security, counter terrorism and serious and organised crime.

### County Lines Intelligence Co-ordinator

The County Lines Intelligence Co-ordinator provides tactical advice and support to police forces, law enforcement partners and regional investigative syndicates whilst delivering on any national requirements.

They work with forces and other relevant partners, including non-governmental organisations and Regional Intelligence Bureaus to help build a more complete picture of the county lines threat across the regions.

### Operational Security

The Operational Security Advisor (Opsy) provides specialist expert advice and guidance in respect of the legalities and administrative procedures relating to covert assets and operations.

### Business Support

There is also a Business Support function to the SEROCU, which consists of HR, communications team, and finance.

## ROLE PROFILES



**We asked some of our people about what it is like to work in the SEROCU, and this is what they had to say:**

***“I’m Jody, and I work as a Cyber High Tech Investigator (Police Staff). I have been in the role for 10 months***

“As part of a small team I support the SEROCU capabilities by conducting forensic digital examinations of computers, mobile phones and other electronic devices seized during warrants. Following review by the officer I then provide evidential reports and statements detailing any evidence noted so that it can be presented at court.

“I also attend warrants to conduct examinations of devices on scene and assist with search and seizure.

“I answer queries and provide technical assistance to officers across the SEROCU to discuss digital evidence and provide intelligence to assist investigations.

“For me, the best bits of the job are that we receive work from across the different SEROCU capabilities.

I never know what type of crime I’m going to be assisting with and it’s always interesting. There is a large amount of problem solving required which I really enjoy and the satisfaction from figuring out an issue is very rewarding. There’s lots of support for personal development from attending training courses to viewing webinars and attending conferences.

“If you are interested in joining the SEROCU, I would say it’s a relaxed, friendly working environment involving challenging and rewarding work, what’s not to like!”

***“Hi, my name is Charlotte, and I am an Intelligence Development Officer (Police Staff). I have been in the role for two years now.***

“There is not really a ‘typical’ day in this role. My day to day activity can range from research and information gathering to analysis of data, cryptocurrency work, or fast paced response. I assess intelligence and support live operations as well as working with other intelligence staff across the region and the rest of the country to develop knowledge on emerging trends. It is very dynamic, involves lots of problem solving and thinking

outside of the box. As I work across multiple jobs at any time it is key to support the investigations on different levels and keep on top of a diverse workload.

“I think the best bits are that it is challenging and involves continual development. The cyber/digital world is constantly changing so there is always something new to learn. It is often like a giant puzzle and I love being able to work with investigators to develop the different layers of an investigation.

“It is great to work for an organisation where you can try different things and be challenged and develop. If you would like to work for an organisation where your efforts really do matter then SEROCU is ideal - as cliché as it sounds, we all strive towards our ultimate aim of bringing offenders to justice.”

***“I’m Frank, and I am a DC in Investigations. I have worked in the SEROCU for three years.***

“In the Investigations team we work as part of a small dedicated team. Every day is different. We have responsibility for the highest level organised crime groups and primary subjects within the region, and the offences can range from immigration, burglaries, human trafficking and drugs.

“We respond to fast time intelligence to investigate cases. We also use our skills to support forces on cases as required.

“The best bits of the role are that it’s challenging, as you manage your own workload, and it’s really rewarding when you take out OCGs and primary suspects. You get to do a lot of networking with other teams, and broaden your horizons by working with national and international agencies.

“You get the opportunity to be very creative, and do things that haven’t been tried before.

“I would say to others who are interested in joining the SEROCU that if you like proactive policing, then this is the place for you.

You will get the opportunity to be creative, effective and successful.”

# MAKING AN APPLICATION AND WHAT HAPPENS NEXT



## Next steps

Consider an attachment with us whatever stage you are at with your career and experience. You don't need to wait to come to join us, we consider requests for attachments regardless of length of service.

Think flexibly about how you could get to know our work and our teams: if you can spare an hour or two here and there we can find something to fit with your schedule and demands. We can also talk to your management about longer attachments if that's right for you

## Who to contact

If you are interested in pursuing an attachment in SEROCU, contact the South East Regional HR team. All attachments need a sponsor to act as their point of contact and who will help draw up a plan for your attachment in line with your areas of interest.

If you don't know anyone in SEROCU, the South East regional HR team can help direct you to an appropriate contact.

Contact: ***SEHR@ThamesValley.pnn.police.uk***

Alternatively, if you would just like to start a conversation you can also contact our Diversity team on ***CTPSE&SEROCUdiversity@thamesvalley.pnn.police.uk***

## Vacancies

For candidates currently working within the South East region, vacancies can be found on the TVP job shop or via your local HR team. All our externally advertised vacancies can also be found on the TVP careers page. ***<https://tvpcareers.co.uk/>***

For information about recruitment, please contact our South East Recruitment team on: ***RecruitmentSE@ThamesValley.pnn.police.uk***



<https://serocu.police.uk/>  
**@SouthEastROCU**