**POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY PREPARED BY**

**THE POL ICING PROJECT AT NYU SCHOOL OF LAW**

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Train officers on this policy

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Avoid an unnecessarily militarized

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Ban mass surveillance

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This report was written by Policing Project Staff

Attorney Katie Kinsey with extensive research and

support from Policing Project 2019-2020 Fellow Julian

Clark. The author wishes to acknowledge the

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and Edward R. Maguire & Megan Oakley of the Center

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| Project goal performamce  -Indicator correctness descriptive geo map  -Target  -Deployment  -Long life cycle unity  -Docket system |  |  |
| Zip TiesINTRO  The right to engage in peaceful demonstration  is a cornerstone of American democracy. Yet  sometimes police fail to strike the right balance,  approaching demonstrations as a threat to  public safety, rather than as an expression of  constitutionally protected rights. This results in  bad outcomes, for protestors and for police.  This detailed guide provides an overview of how  to police demonstrations to protect public  safety and democratic freedoms. Drawn largely  from what policing leaders themselves have  identified as best practices as well as evidence  based research, it provides clear guidance to  the police, and informs the public of what they  should expect. A brief guide summarizing the  key takeaways discussed here is also available.  But first, an important caveat: any agency’s  ability to successfully facilitate and de-escalate  a demonstration will depend in large part on the  relationship it has with the public before the  event. Put simply, if an agency hasn’t earned the  public’s trust with its everyday policing, it will  struggle to de-escalate situations during a  protest—even if it adheres to many of these best  practices. We say this not to dissuade any  agencies from implementing these strategies  during a protest, but rather to emphasize the  need to practice these principles consistently.  ¹ See generally POLICE EXEC. RESEARCH FORUM, The POLICE RESPONSE TO MASS  DEMONSTRATIONS:  PROMISING  PRACTICES  AND  LESSONS  LEARNED  (2018),  https://bit.ly/3egHuPT [hereinafter PERF 2018 REPORT]; EDWARD R. MAGUIRE & MEGAN  OAKLEY, POLICING PROTESTS—LESSONS FROM THE OCCUPY MOVEMENT, FERGUSON &  BEYOND: A GUIDE FOR POLICE, https://www.hfg.org/Policing%20Protests.pdf  [hereinafter POLICING PROTESTS].  ² Maggie Koerth & Jamiles Lartey, De-escalation Keeps Protesters and Police Safer.  Departments Respond with Force Anyway, FIVETHIRTYEIGHT, https://53eig.ht/31PCdJR  (“Former law-enforcement officials also said good policing of demonstrations isn’t as  simple as just showing up with an a approachable demeanor. 'The time to make friends  isn’t when you need them...You have to be in front of it.'").  Photo by Nathan Dumlao on UnsplashAn explicit statement that all police action at  protests has two, equal goals: upholding the  public’s  First  Amendment  rights  and  protecting public safety;  Defined key terms so that officers and the  public understand when and how certain  provisions of the policy are triggered;  Detailed procedures for how the agency will  operationalize its response approach;  A ban on mass surveillance of protestors;  Stringent restrictions on the use of force,  acknowledging that even minor uses of  unnecessary force may chill rights;  Specific provisions addressing vulnerable  populations, such as people with disabilities,  transgender  or  gender  nonconforming  individuals, and minors;  1. Create a written policy for demonstrations  Agencies should develop a mass demonstrations  policy that emphasizes free expression, public  safety, and de-escalation.³ This policy should  incorporate public input on key concerns and  insight from experts on policing, civil liberties,  and human rights. In general, all agency policies  should include the following provisions:  An outline of the parameters and protections  afforded journalists and legal observers,  including the conditions under which they must  be allowed to observe or monitor police  conduct.  Education: Instruct officers on their role as the  facilitators and protectors of peaceful  demonstrations.  Emphasize  constitutional  rights and adherence to principles of  procedural justice. Consider partnering with  journalists and First Amendment legal experts  to develop training modules on safeguarding  journalists' and legal observers' rights at  demonstrations. In addition, training modules  should review the latest science on crowd  psychology, which explains that crowds are  not uniform and that officers are competing  with agitators for protestors’ good will.⁴  De-escalation: Emphasize the importance of  de-escalation tactics specific to the protest  context, including strategies for handling  antagonistic interpersonal interactions with  large groups. Use scenario-based training to  simulate high-stress protest environments.  2. Train officers on this policy  Following policy reform, training should be  modified so that all officers are aware of the  policy requirements. Key elements of training  should include:  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  Policy & Training  ³ E.g., OAKLAND POLICE DEP’T, OAKLAND POLICE DEP’T CROWD CONTROL AND MGMT. POLICY 1 (2013), https://bit.ly/31PMqGk [hereinafter OAKLAND POLICY].  ⁴ POLICING PROTESTS, supra note 1 at 49-50.  02Impact Weapons (i.e. batons): A baton or  similar device may be authorized for use in a  non-striking defensive capacity or to stop or  neutralize a perceived threatening resistance  (e.g., used in the two-hand horizontal thrust on  a police line).⁵ Impact weapons should not be  used for general crowd control, containment,  or dispersal.⁶ Intentional baton strikes to the  head, neck, throat, left armpit or clavicle are  considered deadly force and may only be used  when deadly force is authorized.⁷ Officers  should be trained to avoid those areas of the  body when using a baton.  3. Restrict Use of Force  Ensure that use of force is authorized only when  there is a clear risk to personal safety or to restrain  acts of property destruction or looting. Whenever  reasonably possible, officers should give a verbal  warning prior to any use of force. If authorized,  officers must use only the minimum amount of  force necessary and proportionate to de-escalate  the situation. Once the situation is under control,  officers who use force immediately should  administer aid (if trained to do so) or request  Emergency Medical Services (EMS).  In addition, policy and practice should include  clear restrictions on the use of impact weapons  and chemical weapons, and should prohibit the  use of distraction devices or impact projectiles to  disperse crowds. Specifically:  Pepper Spray: Pepper spray only may be  used  proportionately  against  specific  individuals actively resisting arrest, or as  necessary in a defensive capacity.⁸ It should  not be used on people who are passively  resisting,  nor  should  it  be  sprayed  indiscriminately over a large area as a means  of crowd control.  Firearms: when safe and feasible, officers  should try to de-escalate situations, issue  verbal warnings, or use non-lethal force with  the goal of resolving encounters without using  deadly force.⁹ Firearms almost never should  be  unholstered  or  used  during  a  demonstration. Officers may use a firearm  only when they reasonably believe such action  is  immediately  necessary  to  protect  themselves or another person from imminent  danger of death or serious bodily harm.¹⁰  Vehicles: Officers should be prohibited from  intentionally creating contact between their  vehicles and protestors.¹¹ Intentional use of a  vehicle at any speed to strike a protestor is  considered deadly force.¹² Officers also  should not drive through a demonstration area  to reach a mobilization point or staging area.  Helicopters: Helicopters should never be flown  at low altitudes as a crowd dispersal tactic.  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  03  ⁵ INT’L ASS’N OF CHIEFS OF POLICE, IACP MODEL POLICY: CROWD MANAGEMENT 6 (2019), https://bit.ly/37PZG1o [hereinafter IACP MODEL POLICY].  ⁶ OAKLAND POLICY, supra note 3, at 13.  ⁷ LOUISVILLE METRO POLICE DEP’T, LOUISVILLE METRO POLICE DEP’T STANDARD OPERATING PROCEDURES § 9.1.12, https://bit.ly/35Le8VX.  ⁸ IACP MODEL POLICY, supra note 5, at 6.  ⁹ CAMDEN CTY. POLICE DEP’T, USE OF FORCE POLICY CORE PRINCIPLE #4, https://bit.ly/2HC0c89  ¹⁰ Id.  ¹¹CITY OF PORTLAND OR., PORTLAND POLICE DEP'T DIRECTIVE 635.10, § 10.4 https://bit.ly/35NL7Jg (“Motor bikes or motorcycles shall not be driven into a crowd or used to make physical contact with  persons.”).  ¹² OAKLAND POLICY , supra note 3, at 15; TUCSON POLICE DEP’T, TUCSON POLICE DEP’T GEN. OPERATING PROCEDURES 2000, § 2080, https://bit.ly/3oxdV0V  Force & SurveillancePOLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  04  Response plans should start "soft" with officers  wearing regular uniforms and engaging the  crowd while avoiding formations like lines or  wedges. Demonstrate a commitment to  facilitation by providing water or distributing  face masks to protestors.  All use of force incidents should be documented  and reported. Accurately tracking and reporting  officer-involved force incidents is critical to  effectively managing a policing agency and  maintaining the public’s trust. Admittedly, the  potentially chaotic atmosphere of a protest  presents significant challenges for documenting  these incidents. Agencies should consider whether  innovative options may be available to facilitate  documentation. For example, agencies can require  officers to report all uses of force live on police  radio to ensure contemporaneous reporting or  enable officers to report force incidents in a digital  log on their agency smartphones. These live  reporting methods provide a more efficient and  user-friendly way to capture and track force  incident data.  4. Avoid an unnecessarily militarized  presence or aggressive response  Use tiered response plans that increase the level of  engagement in proportion only to actual—not  assumed or forecasted—conditions on the ground:  Ensure that officers have ready access to  helmets if needed to protect themselves  from head injuries from projectiles or debris.  Deploy officers in “hard” riot gear as a last  resort, and only when necessary to protect  the public or officers from violence or serious  injury. In case of a violent outbreak, tactical  units may be staged nearby but out of sight  of protestors to avoid escalating a peaceful  crowd.  5. Ban the mass surveillance of protestors  Police surveillance of protestors has a chilling  effect on the constitutionally protected right to  peacefully assemble. As such, agencies should  ban the mass surveillance of protestors,  particularly  the  use  of  controversial  technologies, including facial recognition and  social media surveillance. Use of drones or other  aerial surveillance should be restricted to  identifying specific outbreaks of violence or  looting to enable targeted enforcement. Video  feeds should not be recorded or stored. If  protest activities are captured through existing  surveillance systems, agencies should ensure that  any resulting images or data are purged after a  reasonable time period unless necessary to a  felony investigation.  Force & Surveillance6. Implement crowd management plans  Early and comprehensive planning is essential to  manage  protests  safely  and  effectively.  Developing a clear strategy beforehand allows  for informed and competent decision making  during an event.¹³ Although today’s protests are  often spontaneous and lack clear leaders,  agencies still can prepare and train with general  strategies and operational procedures that will  guide the response to these flash events.  When agencies receive advance notice of a  protest, incident commanders (ICs) should  prepare tailored, written plans that clearly  communicate a strategy of facilitation and  articulate  officers’  specific  roles  and  responsibilities.¹⁴ Plans should include education  on the likely crowd subgroups and the issues  behind the protest so that officers can  understand and communicate with crowd  members more effectively. They also should  contemplate  the  need  for  inter-agency  coordination prior to or during an event. For  example, police may want to partner with the  local sanitation agency to remove potential  projectile or unintended barrier objects, such as  trash cans or dumpsters, from demonstration  sites.¹⁵  To address spontaneous events, ICs should  prepare generic plans that cover different types  and sizes of demonstrations to provide generally  applicable strategic and tactical working  principles.  Operational  plans  should  be  distributed to all officers assigned to an event.¹⁶  7. Develop protocols for officer wellness  Written protocols should be prepared to address  officers’ physical and mental health needs during  an event. This may include ensuring regular shift  changes, arranging for adequate rest and  hydration, and providing face masks.¹⁷ In addition,  officers should receive specific preparation for the  verbal assault they may encounter at protests, with  mental health counseling provided for officers  subject to traumatic interactions with protestors.  8. Conduct outreach to organizers, informal  leaders, and participants  Agencies should conduct outreach to organizers of  planned demonstrations or influential participants  in spontaneous events identified through public  sources, such as social media. Through this  outreach, agencies should seek to facilitate  cooperation and negotiate rules of engagement,  including what type of behavior will result in what  level of enforcement action. Police should  approach these negotiations with a willingness to  find a middle ground, rather than an expectation  that all their demands must be met. Any  negotiated terms should be communicated to the  broader public through regular and social media.  For informal protests or when event leaders are  unwilling to meet with command staff in advance,  agencies should publicize their rules of engagement  via press conferences and social media to set clear  expectations. Regardless of the response to their  outreach, the police goal must remain to facilitate  peaceful protest and protect public safety.  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  Advance Planning  ¹³ TONY NARR ET AL., POLICE EXEC. RESEARCH FORUM, POLICE MANAGEMENT OF MASS DEMONSTRATIONS: IDENTIFYING ISSUES AND SUCCESSFUL APPROACHES 7 (2006), https://bit.ly/3ozG87s  ¹⁴ IACP MODEL POLICY, supra note 5, at 2; THE SEATTLE POLICE DEP’T, THE SEATTLE POLICE DEP’T AFTER ACTION REPORT 52 (2000), https://bit.ly/3kDaPX1  ¹⁵ PERF 2018 REPORT, supra note 1, at 27.  ¹⁶ IACP MODEL POLICY, supra note 5, at 2.  ¹⁷ PERF 2018 REPORT, supra note 1, at 26–27.  ¹⁸ Id. at 78; POLICING PROTESTS, supra note 1, at 68-69; HUNTON & WILLIAMS, FINAL REPORT: INDEP. REVIEW OF THE 2017 PROTEST EVENTS IN CHARLOTTESVILLE, VIRGINIA 8 (2017),  https://bit.ly/3kBHCeR  05In general, policing protests about police does not  require a separate set of best practices from policing  other protests. Undoubtedly, this context presents  unique challenges in planning and facilitation. For  example, protest organizers may be less receptive to  negotiating terms with police in advance, and  protestors may display more antagonism toward  officers.¹⁹ Because of these exact challenges, police  must adhere even more stringently to the basic best  practices set forth in this guide: commitment to  facilitation  and  targeted  enforcement.²⁰  These  strategies  promote  de-escalation  and  create  opportunities to humanize officers in the eyes of  protestors. Some additional strategies specific to a  protest about policing include:  Dialogue Officers or Intermediary Officials: Consider  using specially trained and attired officers (unarmed,  casual clothing,  reflective vests) to serve as  intermediaries between command and protestors.²¹  Alternately, consider partnering with other local  agencies or community or civil rights groups to serve in  this intermediary role and help manage demonstrations  when significant animosity toward police is anticipated.  Officer wellness: Demonstrations that target policing  itself typically result in increased tensions and  provocations from protestors. Crowd management  plans for these demonstrations should provide for  officers to be rotated out more frequently so they can  rest, have a meal or a snack, and compose themselves  before resuming their duties.²²  ISSUE SPOTLIGHT:  PROTESTS ABOUT POLICING  06  ¹⁹ PERF 2018 REPORT, supra note 1, at 1; POLICING PROTESTS, supra note 1, at 68–69.  ²⁰ PERF 2018 REPORT, supra note 1, at iii (“Ensuring that police responses to mass demonstrations are  proportional to the actions and mood of the crowd is critically important. These considerations are  particularly important for demonstrations that are about police use of force or other police actions, as  opposed to economic or social issues.”); Berkeley Police Dep’t, Response to Civil Unrest: A Review of  Berkeley Police Dep’t's Actions & Events of Dec. 6 and 7, 2014 at 49-50 https://bit.ly/37LgUgt  ("Opportunities for the police to use crowd management rather than control tactics should be recognized  and seized...Perhaps because this protest was about confronting the police to redress grievances against  ‘the police,’ crowd control tactics such as skirmish lines were particularly antagonistic to many in the  crowd.").  ²¹ Similar to the “Community Network Team” model employed by Tucson Police Department. Tucson Police  Dep’t, Critical Incident Review Board: Congress St./ Granada Ave. Immigration Protest 54–55 (2017),  https://bit.ly/31S500u (discussing the creation of the “Community Network Team,” whose members are  “specially selected and trained to deploy during large events and protests.”). See also POLICING  PROTESTS, supra note 1, at 71.  ²² POLICING PROTESTS, supra note 1, at 80; see also PERF 2018 REPORT, supra note 1, at 12.9. Respond proportionally  During a protest, police action always should seek  to de-escalate—not elevate—tensions with crowd  members. Whenever possible, agencies should  avoid an unnecessarily militarized presence or  aggressive response. To enable this proportional  approach, use tiered response plans that increase  the level of engagement in proportion only to  actual—not assumed or forecasted—conditions on  the ground. Response plans should start "soft,"  with officers wearing regular uniforms and  attempting to engage with the crowd. At this  stage, any formations that signal the police may  be preparing to disperse the crowd, such as lines  or wedges, should be avoided. Officers can  demonstrate a commitment to facilitation by  distributing water or face masks to protestors.  Of course, protests that start peacefully may not  remain that way, and officer safety is a critical  concern. If officers are initially deployed in soft  gear, ensure they have ready access to helmets in  the event they need to quickly protect themselves  from head injuries from projectiles or debris. If  actual violence or property destruction is  occurring or imminent and officers require  additional protective gear, agencies may deploy  bicycle officers as the next phase of a tiered  response.²³ Bikes provide multiple benefits: they  are easier to maneuver through a crowd than  vehicles; officers on bikes are more approachable  than those in riot gear; and bike helmets provide  protection without appearing militaristic.²⁴  The final stage of a tiered response plan allows  for officers to deploy in "hard" gear, like riot gear.  This stage should be considered a last resort,  authorized only when necessary to protect the  public or officers from violence or serious injury. In  case of a violent outbreak, tactical units may be  staged nearby, but should remain out of sight of  protestors to avoid escalating a peaceful crowd. If  a police force is committed to and trained in the  principles of de-escalation and facilitation, then  the need to increase the level of the response  should be the exception rather than the rule.  10. Target enforcement  Along with tiered response plans, agencies should  target enforcement only to those engaging in  violence, property destruction, or other serious  crimes. At large protests, taking police action  against individuals without affecting peaceful  bystanders will be difficult, and interventions must  be well-focused and carefully considered. Even  when enforcement is necessary against particular  individuals, officers should continue to facilitate  peaceful protest. Because of the real potential for  enforcement to escalate a situation, two  considerations should guide every enforcement  decision:  • The likelihood that police action will improve the  situation; and  • The seriousness of the offense(s) and the  objective dangers they present.  To implement this approach, instruct and train  officers to distinguish between violent criminal  behavior  and  lower-level  acts  of  civil  disobedience. Explain that this strategy requires  allowing some illegal but nonviolent behavior to  persist, such as some traffic law violations. It also  may require issuing citations instead of arrests for  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  During the Event  ²³ PERF 2018 REPORT, supra note 1, at 3.  ²⁴ Id. at 71.  07POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  a broader swath of offenses than typically may  be permitted.²⁵ Of course, the decision to issue  citations for an arrest-eligible offense needs to  be balanced against legitimate concerns that  individuals will re-engage in the same illegal  activity.²⁶ Yet policing agencies should make a  concerted effort to use the least restrictive  enforcement option at the outset and not  assume, without an articulable basis, that the  criminal behavior will continue.²⁷  Mass Arrests: Mass arrests should be avoided  at all costs – they escalate tensions with  protestors and deplete officer resources at the  scene.²⁸ In the rare circumstances in which mass  arrests may be necessary, incident commanders  should develop a plan that estimates the number  of anticipated arrests and ensures sufficient  staffing.²⁹ For spontaneous events, the incident  commander(s) should assess the scene on the  ground to determine if additional personnel and  resources are required.³⁰  To enable efficient processing, agencies may  need to modify their typical arrest procedures to  expedite processing. For example, agencies can  develop a shortened intake form or eliminate  fingerprinting  for  non-felony  offenses.³¹  Reducing  the  the  number  of  people  fingerprinted  during  a  protest  assumes  heightened relevance during COVID-19 because  of public health concerns around shared, high  contact surfaces. If it is necessary to obtain  fingerprints, i.e., when booking someone who’s  committed a felony, agencies may consider  using mobile fingerprint technology to expedite  the process.³²  Agencies also should develop a high-volume  processing system that prepares certain district  houses or mobile facilities with adequate  resources to process arrests as quickly as  possible.³³ Individuals subject to arrest should  be brought to the nearest processing facility.³⁴  Transport to a distant location should occur only  when there is a substantial risk that on-site  processing would allow the unlawful behavior to  continue.³⁵ During processing, precautions  should be taken to ensure that protestors'  constitutional rights are respected, including  providing reasonable access to restrooms,  water, food, and necessary medical attention.³⁶  Special care should be taken to ensure that  vulnerable populations, such as people with  disabilities or transgender individuals, are  searched and detained in a respectful manner;  all effort must be made to provide shelter and  restroom facilities appropriate to their needs  and identities.  Crowd Containment: Indiscriminate crowd  containment measures should rarely, if ever, be  used; containment without a point of egress  should never be permitted. Instead, agencies  should focus on providing clear, well-spaced  dispersal orders and isolating actual bad actors  through a targeted enforcement approach.  Policing agencies should develop a procedure  ²⁵ See, e.g., OAKLAND POLICY, supra note 3, at 19 (recommending citation and release for minor offenses rather than custodial arrest); cf. COVID-19: Stay-At-Home and Social Distancing Enforcement,  POLICING PROJECT, https://bit.ly/3jJ8RDi (last updated May 20, 2020) (“Agencies are encouraged to avoid custodial arrests absent offenses that involve imminent public safety threats such as harm to  others, and instead approach infractions through education and awareness. Even issuing citations should be considered carefully given the catastrophic financial impact of the pandemic on many  individuals and families.”); Police Responses to COVID-19, Brennan Center, https://bit.ly/3kPd3lW (last updated July 8, 2020) (recommending police "issue warnings whenever possible. In the case of more  severe infractions, police should issue a summons or a ticket in lieu of making an arrest absent an immediate threat to public safety.").  ²⁶ OAKLAND POLICY, supra note 3, at 20.  ²⁷ Id.  ²⁸ POLICE EXEC. RESEARCH FORUM, MANAGING MAJOR EVENTS: BEST PRACTICES FROM THE FIELD 44 (2011).  ²⁹ OAKLAND POLICY, supra note 3 at 19.  ³⁰ E.g., CHICAGO POLICE DEP’T, MASS ARREST PROCEDURES SPECIAL ORDER S06-6 at III.A https://bit.ly/2TxArIP (Sept.27, 2018).  ³¹ Id.  ³² Mobile Fingerprint Identification, P.A. CHIEFS POLICE ASS'N, https://bit.ly/2HHEuA0 [hereinafter MOBILE FINGERPRINT IDENTIFICATION]; U.S. DEP’T HOMELAND SEC., MOBILE IDENTIFICATION  FINGERPRINT DEVICES MARKET SURVEY REPORT 1-3 (January 2015), https://bit.ly/3kCglJf; VERA INSTITUTE OF JUSTICE, LOS ANGELES COUNTY JAIL OVERCROWDING REDUCTION PROJECT FINAL  REPORT 18 (Sept. 2011), https://bit.ly/34CUJHc; Memorandum from Danielle M. Outlaw (Mar. 17, 2020), https://bit.ly/2HGO5Ha.  ³³ PERF 2018 Report, supra note 1, at 18.  ³⁴ OAKLAND POLICY, supra note 3, at 19 (requiring that arrestees be cited “at or near the demonstration cite” or, in the alternative, from “temporary processing stations or police facilities as near the site of  arrest as possible.”).  ³⁵ Id.  ³⁶ See id. (requiring that detained arrestees receive “reasonable access to toilet facilities and to appropriate medical attention”).  08Zip-ties—also known as flex cuffs—are lightweight hand  restraints made of plastic or nylon that are an  economical, disposable alternative to traditional metal  handcuffs.³⁷ Unlike metal handcuffs, zip ties do not lock  into a single fixed position when placed on a person’s  wrists.³⁸ Because of their low cost and light weight, they  often are used by police to make a large number of  arrests in a dynamic situation.³⁹ Yet, their flexibility also  can lead to injury as the cuffs can continue to tighten  after they’re placed on an individual’s wrists.⁴⁰ Excessive  tightening and improper use of zip-tie cuffs can cause  serious pain, bruising, lacerations, and numbness—or even  permanent nerve damage.⁴¹  Because of these known risks, agencies instead should  consider alternative restraint options, such as tri-fold  disposable restraints.⁴² Made of plastic and designed for  use by law enforcement, tri-fold restraints can lock in a  fitted position on a person’s wrist and thus reduce the  potential for excessive tightening and subsequent injury.⁴³  Require that officers carry flex cutters with them  whenever they might use zip-tie cuffs.⁴⁴  Require officers applying zip-ties to write their badge  number in permanent marker on the cuffs so that  supervisors or protestors can hold officers accountable  for cuffs that are used improperly or maliciously.⁴⁵  Explicitly require that arrestees in flex cuffs are  checked at regular intervals, such as every 15 minutes,  to ensure proper fit. ⁴⁶  Although these handcuffs may be more expensive than  zip-ties, they still are more economical and more practical  for field use than traditional metal handcuffs.  Agencies that are unwilling or unable to procure tri-fold  restraints can reduce the risks posed by zip ties by  adopting the following best practices:  ISSUE SPOTLIGHT: ZIP TIES  CONSIDER ALTERNATIVES, OR RESTRICT THEIR USE  ³⁷ SARAH KNUCKEY, KATHERINE GLENN, EMI MACLEAN, ET AL., SUPPRESSING PROTEST: HUMAN RIGHTS VIOLATIONS IN THE U.S. RESPONSE TO OCCUPY WALL ST. 78 (2012), https://bit.ly/2Ja609z  [hereinafter SUPPRESSING PROTEST ].  ³⁸See, e.g., Gerry McNeilly, POLICING THE RIGHT TO PROTEST: G20 SYSTEMIC REVIEW REPORT, OFFICE OF THE INDEPENDENT POLICE REVIEW DIRECTOR 238, https://bit.ly/34Bb3Im; (May 2012)  [hereinafter McNeilly].  ³⁹ Id.  ⁴⁰ Id.  ⁴¹ See also, Peter Senzamici, Plastic Handcuff Use by NYPD During Anti-Brutality Protests Strikes a Nerve, CITY, https://bit.ly/37OmSwV [hereinafter SENZAMICI].  ⁴² Tri-Fold Restraints, ASP, https://bit.ly/3jCYUab (last visited Aug. 7, 2020).  ⁴³See McNeilly, supra note 39, at 238-39 (noting that tri-fold restraints, such as the ASP plastic wrist restraint, "can be locked . . . to reduce the potential for the restraint to tighten and cause unnecessary  pain or injury to the detainee”).  ⁴⁴ See, e.g., OAKLAND POLICY supra note 3 at 19 (“each unit involved in detention and/or transportation of arrestees with flex-cuffs should have a flex-cuff cutter and adequate supplies of extra flex  cuffs readily available.”); Sacramento Police Department, Search & Handcuff Manual, 4 https://bit.ly/34zeTBT (“Officers using flex cuffs must have a cutting tool in their possession in order to remove the  cuffs. A wire cutter or diagonal cutter should be used rather than a knife.”).  ⁴⁵ OAKLAND POLICY, supra note 3, at 19.  ⁴⁶ SUPRESSING PROTEST supra note 37 at 44 (quoting Nevada Dep’t. of Corr. Admin. Reg. 407, Use of Handcuffs and Restraints 3).  ⁴⁷ PERF 2018 REPORT, supra note 1, at 27; IACP MODEL POLICY, supra note 5, at 5.  ⁴⁸ IACP MODEL POLICY, supra note 5, at 5; PERF 2018 REPORT, supra note 1, at 27; POLICING PROTESTS, supra note 1, at 78–79 (“provide people with the opportunity to ‘heed the warnings and exit the  area’”).  ⁴⁹ IACP MODEL POLICY, supra note 5, at 5.  ⁵⁰ PERF 2018 REPORT, supra note 1, at 27.  for communicating warnings to protestors prior to  dispersing crowds. This should cover the time and  manner in which warnings are given and how many  times warnings will be repeated before arrests  occur.⁴⁷ Warnings must be clearly audible and  should consist of the offense or violations being  committed that necessitate dispersal.⁴⁸ Agencies  may need to invest in adequate loudspeakers  and/or station officers at different ends of the  crowd to ensure all affected protesters can hear  warnings. Long range acoustic devices may be  used as public address systems, but they should not  be deployed as a crowd control or dispersal tactic.  Names of officers issuing dispersal orders should  be recorded in the command log.⁴⁹ If police have  sufficient notice of demonstrations, they should  communicate these procedures and expectations  to the public beforehand.⁵⁰ In addition, officers  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  09POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  Exit: Officers should never encircle a crowd  without providing a consistent point of exit.⁵⁵  should be trained in the procedures for crowd  containment tactics, including simulations during  scenario-based training.  Police should avoid kettling, or other restrictive  containment  tactics,  unless  absolutely  necessary.⁵¹ Kettling is a crowd control tactic in  which police confine a group of demonstrators in  a small area and control access in and out of the  area. In limited situations, targeted crowd  containment practices may serve to de-escalate  potentially violent situations while avoiding police  use of force.⁵² For example, police may attempt  to separate and contain actually violent members  of a crowd as an alternative to arrest or using  force and/or to prevent a breach of peace from  expanding. Still, kettling or any containment  practice that doesn’t provide exit points or  differentiate peaceful protestors raises legitimate  legal and human rights concerns.⁵³ Adopting a  targeted approach to protest policing should  obviate the need to deploy group containment  tactics.⁵⁴  In the limited situations in which large-scale  crowd containment measures are necessary,  agencies should apply the following best  practices:  Communication:  Clear warnings, in multiple languages,  should be issued prior to implementing any  containment tactic with real opportunity to  comply.⁵⁶  Officers should never encircle a crowd  and subsequently order them to disperse.⁵⁷  Officers should provide regular updates to  contained individuals on duration and  reasons for containment.⁵⁸  Differentiation:  Agency policy and guidelines should  include a general prohibition on containing  media and legal observers.⁵⁹  All efforts should be made to contain only  violent  protestors,  with  non-violent  protestors and bystanders identified and  allowed to filter out as soon as possible.⁶⁰  Welfare:  Care should be rendered to anyone  experiencing a medical emergency in the  containment zone.⁶¹  Discomfort of those contained should be  limited, with plans in place to provide  access to toilets and water.⁶²  Duration: Containment should last only as long  as is absolutely necessary to quell violence or  risk of serious injury to non-violent protestors  and bystanders.⁶³  ⁵¹ NAT’l POLICING IMPROVEMENT AGENCY, MANUAL OF GUIDANCE ON KEEPING THE PEACE 110 (2010) https://bit.ly/31NGP31 [hereinafter NPIA REPORT]; see also Use of Police Lines, D.C. Code § 5-  331.08 (2005) https://bit.ly/3jKXuuB (prohibiting the encirclement of protestors except in limited circumstances such as to ensure demonstrators’ safety); European Court Says ‘Kettling’ Tactics in 2001  Lawful, BBC (March 15, 2012), https://bbc.in/3jGX7Rn (reporting European Court of Human Rights’ decision that kettling may be lawful if deployed in particular circumstances and to protect human life  and avoid property damage).  ⁵² PORTLAND CITY AUDITOR, POLICY REVIEW: POLICE BUREAU CAN IMPROVE ITS APPROACH TO CROWD CONTROL DURING ST. PROTESTS 9 (2018), https://bit.ly/34zx22A [hereinafter PORTLAND  POLICY REVIEW].  ⁵³ POLICING PROTESTS, supra note 1, at 76; PERF 2018 REPORT, supra note 1, at 73.  ⁵⁴ POLICING PROTESTS, supra note 1, at 76  ⁵⁵ PERF 2018 REPORT, supra note 1, at 19, 73.  ⁵⁶ NPIA REPORT, supra note 51, at 110; cf. PERF 2018 REPORT, supra note 1, at 72; IACP MODEL POLICY, supra note 5, at 4–5 (recommending clear warnings given prior to arrests or forced crowd dispersal);  PORTLAND POLICY REVIEW, supra note 52, at 12 (recommending a policy on mass detentions that includes warnings provided to protestors prior to detention).  ⁵⁷ PERF 2018 REPORT, supra note 1, at 27.  ⁵⁸ NPIA REPORT, supra note 51, at 110.⁵  ⁵⁹ PORTLAND POLICY REVIEW, supra note 52, at 12.  ⁶⁰ NPIA REPORT, supra note 51, at 110; see also, POLICING PROTESTS, supra note 1, at 76 (condemning overly restrictive crowd containment measures and recommending a differentiated response strategy  that targets only those actually engaged in criminal activity).  ⁶¹ NPIA REPORT, supra note 51, at 111.  ⁶² Id.; PORTLAND POLICE REVIEW, supra note 52, at 12.  ⁶³ See NPIA Report, supra note 51, at 110 (directing that crowd containment tactics be limited in time).  10POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  11. Communicate transparently (both internally  and externally)  During a protest, clear communication reduces  conflict and promotes safety for officers and  protestors alike. Internally, officers should have  access to a dedicated radio line for logistics and  to communicate needs to command for essentials  like food, water, or medical attention.  Policing agencies also should develop external  communication plans for protestors, the general  public,  and  the  media.  Agencies  should  acknowledge the essential roles played by  journalists and legal observers and ensure their  access to information and ability to do their jobs  unobstructed  absent  serious  public  safety  concerns. Legal observers should have access to  areas where arrests are being made unless their  presence  would  in  fact  obstruct  lawful  enforcement action. Even then, visual access for  media and legal observers should be preserved.  To reduce the administrative burden on police and  remove any appearance of a conflict of interest,  press credentialing and legal observer registration  should be handled by a separate agency or neutral  body. Agencies also should consider maintaining  an agency press officer in the field to answer  journalists' questions and address issues raised.  To communicate with demonstrators, agencies  should ensure that all announcements or warnings  are audible and well documented. Agencies should  implement a clear warning procedure, discussed  above, that  requires  multiple, well-spaced  warnings in relevant languages before any  enforcement action.⁶⁴ To inform the general public,  agencies  should  share  live  updates  and  information on social media during the course of  an event. For multi-day protests, agencies also  should share live updates and information on social  media during the course of an event. For multi-day  protests, agencies also should conduct daily press  conferences that share rules of engagement,  enforcement rationale, and accurate information  while correcting misinformation.⁶⁵  Command should share intelligence with protest  leaders about outside agitators infiltrating lawfully  planned protests and demonstrations. Certainly,  that information will affect the policing agencies’  strategy and their operations before and during  the demonstration. It is plausible that such  information also may impact protest leaders’ plans,  communications and safety measures. In the spirit  of facilitating peaceful protests and protecting  those who choose to exercise their First  Amendment rights, agencies should do everything  in their power to ensure peaceful and lawful  demonstrations are not thwarted by those with  ulterior motives. To not share such pertinent  information not only jeopardizes the demonstration  and its orderliness but it also jeopardizes the safety  of the event’s participants.  Relatedly officers should never attempt to covertly  infiltrate a group engaged in protest activities  unless there is reasonable suspicion that the group  is planning to engage in criminal activity and there  are no less intrusive investigatory means.  Undercover police activity at protests can chill First  Amendment rights and lead to violence.⁶⁶  Finally, officer anonymity should be prohibited, with  badges and nameplates clearly visible at all times.  As David Couper, the former Madison, Wisconsin  Chief of Police and a noted expert in protest  policing has explained, "[a]nonymity or any  depersonalization of police conducting crowd  management  encourages  negative  crowd  behavior. It can also lead to unaccountable  behavior on the part of the police."⁶⁷ If displaying  names  presents  demonstrated  harassment  concerns, officers should be clearly identified with  numbers. Similarly, police leadership should be  visible, with on-the-ground command staff  available to respond to issues raised by protestors.  ⁶⁴ Koerth & Lartey, supra note 2 (describing transparent communication as a best practice de-escalation tactic).  ⁶⁵ PERF 2018 REPORT, supra note 1, at 58, 79.  ⁶⁶ Sahil Singhvi, Police Infiltration of Protests Undermines the First Amendment, BRENNAN CENTER (Aug. 4, 2020), https://bit.ly/34AqC36  ⁶⁷ David Couper, Crowds, Protest and Police, Improving Police, Oct. 31, 2011, https://bit.ly/34Cjxiz.  1112. Evaluate  Some of the most important policing work begins  when a protest ends in the form of internal  evaluation. For larger demonstrations or those that  result in violence or uses of force, policing agencies  should engage in comprehensive after-action  reviews to understand what went right and what  could be improved. Ideally, these reports should be  conducted by a neutral party, such as an Inspector  General. They should include investigations of all  uses of force and should contain feedback from  event organizers, participants, and other affected  community members to ensure the review  represents a holistic picture of the event. All  findings should be made public.  13. Retrain  Following these reviews and at regular intervals,  demonstration training should be re-evaluated  and updated to reflect lessons learned from  post-event assessments.  14. Support  Finally, officers should be provided with access  to counseling and peer support as needed in  the event of violence or other traumatic or  stressful events during a protest.  POLICING PROTESTS TO PROTECT CONSTITUTIONAL RIGHTS AND PUBLIC SAFETY  THE POLICING PROJECT AT NYU LAW  12  After the Event  Conclusion  Protests present some of the most complex and challenging situations police face. This guide  provides strategic and operational recommendations to enable fair and effective policing practices  before, during, and after these events. Implementing these recommendations should help ensure that  an agency’s approach to protest policing not only protects public safety but also preserves citizens’  constitutional rights.  For more information on the Policing Project, visit PolicingProject.org |  |  |
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 Chapter overviews, objectives and summaries

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 Key terms and definitions

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**Access Period:**

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**This eTextbook covers the following:**

**Chapter 1: Security Principles**

* • 1: Understand the Security Concepts of Information Assurance
* • 2: Understand the Risk Management Process
* • 3: Understand Security Controls
* • 4: Understand Governance Elements and Processes
* • 5: Understand ISC2 Code of Ethics

**Chapter 2: Incident Response, Business Continuity and Disaster Recovery Concepts**

* • 1: Understand Incident Response
* • 2: Understand Business Continuity
* • 3: Understand Disaster Recovery

**Chapter 3: Access Controls Concepts**

* • 1: Understand Access Control Concepts
* • 2: Understand Physical Access Controls
* • 3: Understand Logical Access Controls

**Chapter 4: Network Security**

* • 1: Understand Computer Networking
* • 2: Understand Network (Cyber) Threats and Attacks
* • 3: Understand Network Security Infrastructure

**Chapter 5: Security Operations**

* • 1: Understand Data Security
* • 2: Understand System Hardening
* • 3: Understand Best Practice Security Policies
* • 4: Understand Security Awareness Training

**Technology Requirements:**

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**Hardware Specifications**

* • Processor 2 GHz +
* • RAM 4 GB +
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* • Keyboard and Mouse or other assistive technology

**Supported Operating Systems**

* • Macintosh OS X 10.10 to present
* • Windows 10 to present

**Supported Browsers**

* • Google Chrome
* • Microsoft Edge
* • Mozilla Firefox

**Application Software**

* VitalSource eReader
* Certification **Exam Outline**
* Effective Date: November 15, 20222
* ISSMP Certification Exam Outline
* **About CISSP-ISSMP**
* The Information Systems Security Management Professional (ISSMP) is a CISSP who specializes in establishing,
* presenting and governing information security programs and demonstrates management and leadership
* skills. CISSP-ISSMPs direct the alignment of security programs with the organization’s mission, goals and
* strategies in order to meet enterprise financial and operational requirements in support of its desired risk
* position.
* The broad spectrum of topics included in the CISSP-ISSMP Common Body of Knowledge (CBK®) ensure its
* relevancy across all disciplines in the field of information security management. Successful candidates are
* competent in the following six domains:
* • Leadership and Business Management
* • Systems Lifecycle Management
* • Risk Management
* • Threat Intelligence and Incident Management
* • Contingency Management
* • Law, Ethics and Security Compliance Management
* **Experience Requirements**
* Candidates must be a CISSP in good standing and have two years cumulative paid work experience
* in one or more of the six domains of the CISSP-ISSMP CBK. You can learn more about CISSP-ISSMP
* experience requirements and how to account for part-time work and internships at
* www.isc2.org/Certifications/CISSP-Concentrations#steps-to-certification.
* Accreditation
* CISSP-ISSMP is in compliance with the stringent requirements of ANSI/ISO/IEC Standard 17024.
* Job Task Analysis (JTA)
* (ISC)² has an obligation to its membership to maintain the relevancy of the CISSP-ISSMP. Conducted at
* regular intervals, the Job Task Analysis (JTA) is a methodical and critical process of determining the tasks that
* are performed by security professionals who are engaged in the profession defined by the CISSP-ISSMP. The
* results of the JTA are used to update the examination. This process ensures that candidates are tested on the
* topic areas relevant to the roles and responsibilities of today’s practicing information security professionals.3
* ISSMP Certification Exam Outline
* **CISSP-ISSMP Examination Information**
* **CISSP-ISSMP Examination Weights**
* **Length of exam**
* **Number of items**
* **Item format**
* **Passing grade**
* **Exam availability**
* **Testing center**
* 3 hours
* 125
* Multiple choice
* 700 out of 1000 points
* English
* Pearson VUE Testing Center
* **Domains**
* **Weight**
* 1. Leadership and Business Management
* 20%
* 2. Systems Lifecycle Management
* 18%
* 3. Risk Management
* 19%
* 4. Threat Intelligence and Incident Management
* 17%
* 5. Contingency Management
* 15%
* 6. Law, Ethics and Security Compliance Management
* 11%
* **Total: 100%**4
* ISSMP Certification Exam Outline
* **Domain 1:**
* **Leadership and Business Management**
* 1.1 Establish security’s role in organizational culture, vision and mission
* » Define information security program vision and mission
* » Align security with organizational goals, objectives and values
* » Define security’s relationship to the overall business processes
* » Define the relationship between organizational culture and security
* 1.2 Align security program with organizational governance
* » Identify and navigate organizational governance structure
* » Validate roles of key stakeholders
* » Validate sources and boundaries of authorization
* » Advocate and obtain organizational support for security initiatives
* 1.3 Define and implement information security strategies
* » Identify security requirements from business initiatives
* » Evaluate capacity and capability to implement security strategies
* » Manage implementation of security strategies
* » Review and maintain security strategies
* » Prescribe security architecture and engineering theories, concepts and methods
* 1.4 Define and maintain security policy framework Determine applicable external standards
* » Determine applicable external standards
* » Determine data classification and protection requirements
* » Establish internal policies
* » Advocate and obtain organizational support for policies
* » Develop procedures, standards, guidelines and baselines
* » Ensure periodic review of security policy framework5
* ISSMP Certification Exam Outline
* » Define roles and responsibilities
* » Determine and manage team accountability
* » Build cross-functional relationships
* » Resolve conflicts between security and
* other stakeholders
* » Identify communication bottlenecks
* and barriers
* » Integrate security controls into human
* resources processes
* » Evaluate service management agreements
* (e.g., risk, financial)
* » Govern managed services
* (e.g., infrastructure, cloud services)
* » Manage impact of organizational change (e.g.,
* mergers and acquisitions, outsourcing)
* » Ensure that appropriate regulatory compliance
* statements and requirements are included in
* contractual agreements
* » Monitor and enforce compliance with
* contractual agreements
* 1.5 Manage security requirements in contracts and agreements
* 1.6 Manage security awareness and training programs
* » Promote security programs to key stakeholders
* » Identify needs and implement training programs by target segment
* » Monitor and report on effectiveness of security awareness and training programs
* 1.7 Define, measure and report security metrics
* » Identify Key Performance Indicators (KPI)
* » Associate Key Performance Indicators (KPI) to the risk posture of the organization
* » Use metrics to drive security program development and operations
* 1.8 Prepare, obtain and administer security budget
* » Prepare and secure annual budget
* » Adjust budget based on evolving risks and threat landscape
* » Manage and report financial responsibilities
* 1.9 Manage security programs
* 1.10 Apply product development and project management principles
* » Incorporate security into project lifecycle
* » Identify and apply appropriate project management methodology
* » Analyze project time, scope and cost relationship6
* ISSMP Certification Exam Outline
* 2.1 Manage integration of security into Systems Development Life Cycle (SDLC)
* » Integrate information security gates (decision points) and requirements into lifecycle
* » Implement security controls into system lifecycle
* » Oversee security configuration management (CM) processes
* 2.2 Integrate new business initiatives and emerging technologies into the
* security architecture
* » Integrate security into new business initiatives and emerging technologies
* » Address impact of new business initiatives on security posture
* 2.3 Define and oversee comprehensive vulnerability management programs
* (e.g., vulnerability scanning, penetration testing, threat analysis)
* » Identify, classify and prioritize assets, systems and services based on criticality to business
* » Prioritize threats and vulnerabilities
* » Manage security testing
* » Manage mitigation and/or remediation of vulnerabilities based on risk
* 2.4 Manage security aspects of change control
* » Integrate security requirements with change control process
* » Identify and coordinate with the stakeholders
* » Manage documentation and tracking
* » Ensure policy compliance (e.g., continuous monitoring)
* **Domain 2:**
* **Systems Lifecycle Management** 7
* ISSMP Certification Exam Outline
* **Domain 3:**
* **Risk Management**
* 3.1 Develop and manage a risk management program
* » Identify risk management program objectives
* » Communicate and agree on risk management objectives with risk owners and other stakeholders
* » Determine scope of organizational risk program
* » Identify organizational security risk tolerance/appetite
* » Obtain and verify organizational asset inventory
* » Analyze organizational risks
* » Determine countermeasures, compensating and mitigating controls
* » Perform cost-benefit analysis (CBA) of risk treatment options
* 3.2 Conduct risk assessments
* » Identify risk factors
* 3.3 Manage security risks within the supply chain (e.g., supplier, vendor, third-party risk)
* » Identify supply chain security risk requirements
* » Integrate supply chain security risks into organizational risk management
* » Validate security risk control within the supply chain
* » Monitor and review the supply chain security risks8
* ISSMP Certification Exam Outline
* 4.1 Establish and maintain threat intelligence program
* » Aggregate threat data from multiple threat intelligence sources
* » Conduct baseline analysis of network traffic, data and user behavior
* » Detect and analyze anomalous behavior patterns for potential concerns
* » Conduct threat modeling
* » Identify and categorize an attack
* » Correlate related security event and threat data
* » Create actionable alerting to appropriate resources
* 4.2 Establish and maintain incident handling and investigation program
* » Develop program documentation
* » Establish incident response case management process
* » Establish incident response team
* » Apply incident management methodologies
* » Establish and maintain incident handling process
* » Establish and maintain investigation process
* » Quantify and report financial and operational impact of incidents and investigations to stakeholders
* » Conduct root cause analysis (RCA)
* **Domain 4:**
* **Threat Intelligence and Incident**
* **Management** 9
* ISSMP Certification Exam Outline
* 5.1 Facilitate development of contingency plans
* » Identify and analyze factors related to the Continuity of Operations Plan (COOP)
* » Identify and analyze factors related to the business continuity plan (BCP) (e.g., time, resources, verification)
* » Identify and analyze factors related to the disaster recovery plan (DRP) (e.g., time, resources, verification)
* » Coordinate contingency management plans with key stakeholders
* » Define internal and external crisis communications plans
* » Define and communicate contingency roles and responsibilities
* » Identify and analyze contingency impact on business processes and priorities
* » Manage third-party contingency dependencies
* » Prepare security management succession plan
* 5.2 Develop recovery strategies
* » Identify and analyze alternatives
* » Recommend and coordinate recovery strategies
* » Assign recovery roles and responsibilities
* 5.3 Maintain contingency plan, Continuity of Operations Plan (COOP), business continuity
* plan (BCP) and disaster recovery plan (DRP)
* » Plan testing, evaluation and modification
* » Determine survivability and resiliency capabilities
* » Manage plan update process
* 5.4 Manage disaster response and recovery process
* » Declare disaster
* » Implement plan
* » Restore normal operations
* » Gather lessons learned
* » Update plan based on lessons learned
* **Domain 5:**
* **Contingency Management** 10
* ISSMP Certification Exam Outline
* 10
* 6.1 Identify the impact of laws and regulations that relate to information security
* 6.2 Adhere to the (ISC)
* 2
* Code of Ethics as related to management issues
* 6.3 Validate compliance in accordance with applicable laws, regulations and industry
* best practices
* 6.4 Coordinate with auditors and regulators in support of the internal and external
* audit processes
* 6.5 Document and manage compliance exceptions
* » Identify and document compensating controls and workarounds
* » Report and obtain authorized approval of risk waiver
* **Domain 6:**
* **Law, Ethics and Security Compliance**
* **Management**
* » Identify applicable privacy laws
* » Identify legal jurisdictions the organization and
* users operate within (e.g., trans-border data flow)
* » Identify export laws
* » Identify intellectual property (IP) laws
* » Identify applicable industry regulations
* » Identify and advise on non-compliance risks
* » Inform and advise senior management
* » Evaluate and select compliance framework(s)
* » Implement the compliance framework(s)
* » Define and monitor compliance metrics
* » Plan
* » Schedule
* » Coordinate audit activities
* » Evaluate and validate findings
* » Formulate response
* » Validate implemented mitigation and
* remediation actions11
* ISSMP Certification Exam Outline
* **Additional Examination Information**
* Supplementary References
* Candidates are encouraged to supplement their education and experience by reviewing
* relevant resources that pertain to the CBK and identifying areas of study that may need
* additional attention.
* View the full list of supplementary references at www.isc2.org/certifications/References.
* Examination Policies and Procedures
* (ISC)2 recommends that CISSP-ISSMP candidates review exam policies and procedures
* prior to registering for the examination. Read the comprehensive breakdown of this
* important information at www.isc2.org/Exams/Before-Your-Exam.
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* For any questions related to (ISC)
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Effective Date: August 29, 2022

# Certified in Cybersecurity Certification Exam Outline

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## About Certified in Cybersecurity

ISC2 developed the Certified in Cybersecurity (CC) credential for newcomers to the field, to recognize the growing trend of people entering the cybersecurity workforce without direct IT experience. Getting Certified in Cybersecurity provides employers with the confidence that you have a solid grasp of the right technical concepts, and a demonstrated aptitude to learn on the job. As an ISC2 certification, those who hold the CC are backed by the world’s largest network of certified cybersecurity professionals helping them continue their professional development and earn new achievements and qualifications throughout their career.

The topics on the CC exam include:

* Security Principles
* Incident Response, Business Continuity (BC) and Disaster Recovery (DR) Concepts
* Access Controls Concepts
* Network Security
* Security Operations

### Certified in Cybersecurity Examination Information

|  |  |
| --- | --- |
| Length of exam | 2 hours |
| Number of items | 100 |
| Item format | Multiple choice |
| Passing grade | 700 out of 1000 points |
| Exam language availability | English, Chinese, Japanese, German, Spanish |
| Testing center | Pearson VUE Testing Center |

## Certified in Cybersecurity Examination Weights

|  |  |
| --- | --- |
| **Domains** | **Average Weight** |
| 1. Security Principles | 26% |
| 2. Business Continuity (BC), Disaster Recovery (DR) & Incident Response Concepts | 10% |
| 3. Access Controls Concepts | 22% |
| 4. Network Security | 24% |
| 5. Security Operations | 18% |
| Total | 100% |

###### **Boost your chances of passing the exam with the CC eTextbook**

Build your fundamental cybersecurity knowledge and prepare for the exam.

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## Domains

## 1.1 - Understand the security concepts of information assurance

* Confidentiality
* Integrity
* Availability
* Authentication (e.g., methods of authentication, multi-factor authentication (MFA))
* Non-repudiation
* Privacy

## 1.2 - Understand the risk management process

* Risk management (e.g., risk priorities, risk tolerance)
* Risk identification, assessment and treatment

## 1.3 - Understand security controls

* Technical controls
* Administrative controls
* Physical controls

## 1.4 - Understand ISC2 Code of Ethics

* Professional code of conduct

## 1.5 - Understand governance processes

* Policies
* Procedures
* Standards
* Regulations and laws

## 2.1 - Understand business continuity (BC)

* Purpose
* Importance
* Components

## 2.2 - Understand disaster recovery (DR)

* Purpose
* Importance
* Components

## 2.3 - Understand incident response

* Purpose
* Importance
* Components

## 3.1 - Understand physical access controls

* Physical security controls (e.g., badge systems, gate entry, environmental design)
* Monitoring (e.g., security guards, closed-circuit television (CCTV), alarm systems, logs)
* Authorized versus unauthorized personnel

## 3.2 - Understand logical access controls

* Principle of least privilege
* Segregation of duties
* Discretionary access control (DAC)
* Mandatory access control (MAC)
* Role-based access control (RBAC)

## 4.1 - Understand computer networking

* Networks (e.g., Open Systems Interconnection (OSI) model, Transmission Control Protocol/Internet Protocol (TCP/IP) model, Internet Protocol version 4 (IPv4), Internet Protocol version 6 (IPv6), WiFi)
* Ports
* Applications

## 4.2 - Understand network threats and attacks

* Types of threats (e.g., distributed denial-of-service (DDoS), virus, worm, Trojan, man-in-the-middle (MITM), side-channel)
* Identification (e.g., intrusion detection system (IDS), host-based intrusion detection system (HIDS), network intrusion detection system (NIDS))
* Prevention (e.g., antivirus, scans, firewalls, intrusion prevention system (IPS))

## 4.3 - Understand network security infrastructure

* On-premises (e.g., power, data center/closets, Heating, Ventilation, and Air Conditioning (HVAC), environmental, fire suppression, redundancy, memorandum of understanding (MOU)/memorandum of agreement (MOA))
* Design (e.g., network segmentation (demilitarized zone (DMZ), virtual local area network (VLAN), virtual private network (VPN), micro-segmentation), defense in depth, Network Access Control (NAC) (segmentation for embedded systems, Internet of Things (IoT))
* Cloud (e.g., service-level agreement (SLA), managed service provider (MSP), Software as a Service (SaaS), Infrastructure as a Service (IaaS), Platform as a Service (PaaS), hybrid)

## 5.1 - Understand data security

* Encryption (e.g., symmetric, asymmetric, hashing)
* Data handling (e.g., destruction, retention, classification, labeling)
* Logging and monitoring security events

## 5.2 - Understand system hardening

* Configuration management (e.g., baselines, updates, patches)

## 5.3 - Understand best practice security policies

* Data handling policy
* Password policy
* Acceptable Use Policy (AUP)
* Bring your own device (BYOD) policy
* Change management policy (e.g., documentation, approval, rollback)
* Privacy policy

## 5.4 - Understand security awareness training

* Purpose/concepts (e.g., social engineering, password protection)
* Importance

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Certified in Cybersecurity Exam Outline

**Access Period:**

365 days from inital access

**This eTextbook covers the following:**

**Chapter 1: Security Principles**

* • 1: Understand the Security Concepts of Information Assurance
* • 2: Understand the Risk Management Process
* • 3: Understand Security Controls
* • 4: Understand Governance Elements and Processes
* • 5: Understand ISC2 Code of Ethics

**Chapter 2: Incident Response, Business Continuity and Disaster Recovery Concepts**

* • 1: Understand Incident Response
* • 2: Understand Business Continuity
* • 3: Understand Disaster Recovery

**Chapter 3: Access Controls Concepts**

* • 1: Understand Access Control Concepts
* • 2: Understand Physical Access Controls
* • 3: Understand Logical Access Controls

**Chapter 4: Network Security**

* • 1: Understand Computer Networking
* • 2: Understand Network (Cyber) Threats and Attacks
* • 3: Understand Network Security Infrastructure

**Chapter 5: Security Operations**

* • 1: Understand Data Security
* • 2: Understand System Hardening
* • 3: Understand Best Practice Security Policies
* • 4: Understand Security Awareness Training

**Technology Requirements:**

The CC eTextbook uses VitalSource eReader, which will allow you to view materials on multiple devices and platforms, online and offline.

The following may be among system requirements to access your eTextbook.

* A stable and continuous internet connection.

**Hardware Specifications**

* • Processor 2 GHz +
* • RAM 4 GB +
* • Monitor minimum resolution (1024 x 768)
* • Video Card
* • Keyboard and Mouse or other assistive technology

**Supported Operating Systems**

* • Macintosh OS X 10.10 to present
* • Windows 10 to present

**Supported Browsers**

* • Google Chrome
* • Microsoft Edge
* • Mozilla Firefox

**Application Software**

* VitalSource eReader

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|  | [Defining the Boundaries of Zero Trust](https://enroll.isc2.org/product?catalog=ISC2-CPD-DEFBOUNZEROTRUST-PUB)  This learning experience invites you to review the set of guiding principles for workflow, system design, and operations that create a zero trust architecture. (2.0 CPE) | Top of Form  Bottom of Form |
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|  | [Software Inventory and SBOM](https://enroll.isc2.org/product?catalog=ISC2-CPD-SoftwareInventorySBOM-MBR)  This course invites you to expand your knowledge of how Software Bill of Materials (SBOM) can help cybersecurity professionals effectively mitigate vulnerabilities and ensure compliance. | Top of Form  Bottom of Form |

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|  | [Working in the Cloud](https://enroll.isc2.org/product?catalog=ISC2-CPD-WorkingCloudV2-PUB)  This course invites you to learn about the range of challenges security professionals face as they work to utilize, optimize and secure critical assets in the cloud. | Top of Form  Bottom of Form |

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|  | [Working in the Cloud](https://enroll.isc2.org/product?catalog=ISC2-CPD-WorkingCloudV2-MBR)  This course invites you to learn about the range of challenges security professionals face as they work to utilize, optimize and secure critical assets in the cloud. | Top of Form  Bottom of Form |

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|  | [Moving to the Cloud](https://enroll.isc2.org/product?catalog=ISC2-CPD-MovingCloudV2-PUB)  This course invites you to learn about the strategic and security considerations necessary to transition an organization to cloud computing in alignment with business needs. | Top of Form  Bottom of Form |

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|  | [Cloud Basics](https://enroll.isc2.org/product?catalog=ISC2-CPD-CloudBasicsV2-MBR)  This course invites you to learn about essential cloud concepts and principles, including key drivers for use, essential characteristics, and service and deployment models within cloud architectures. | Top of Form  Bottom of Form |

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Effective Date: September 2024

**SSCP Certification Exam Outline**

View and download the latest PDF version of the SSCP Certification Exam Outline in the following languages:

[SSCP - English](https://edge.sitecorecloud.io/internationf173-xmc4e73-prodbc0f-9660/media/Project/ISC2/Main/Media/certifications/Certs/SSCP/EXAMS-SSCP-Exam_Outline-English.pdf) | [SSCP - Japanese](https://edge.sitecorecloud.io/internationf173-xmc4e73-prodbc0f-9660/media/Project/ISC2/Main/Media/certifications/Certs/SSCP/EXAMS-SSCP-Exam_Outline-Japanese.pdf) | [SSCP - Spanish](https://edge.sitecorecloud.io/internationf173-xmc4e73-prodbc0f-9660/media/Project/ISC2/Main/Media/certifications/Certs/SSCP/EXAMS-SSCP-Exam_Outline-Spanish.pdf)

**About SSCP**

The Systems Security Certified Practitioner (SSCP) is the ideal certification for those with proven technical skills and practical, hands-on security knowledge in operational IT roles. It provides confirmation of a practitioner’s ability to implement, monitor and administer IT infrastructure in accordance with information security policies and procedures that ensure data confidentiality, integrity and availability.

The broad spectrum of topics included in the SSCP Common Body of Knowledge (CBK) ensure its relevancy across all disciplines in the field of information security. Successful candidates are competent in the following domains:

* Security Concepts and Practices
* Access Controls
* Risk Identification, Monitoring, and Analysis
* Incident Response and Recovery
* Cryptography
* Network and Communications Security
* Systems and Application Security

**Experience Requirements**

Candidates must have a minimum of one year cumulative work experience in one or more of the domains of the SSCP CBK. A one year prerequisite pathway will be granted for candidates who received a degree (bachelors or masters) in a cybersecurity program.

A candidate that doesn’t have the required experience to become an SSCP may become an Associate of ISC2 by successfully passing the SSCP examination. The Associate of ISC2 will then have two years to earn the one year required experience. You can learn more about SSCP experience requirements and how to account for part-time work and internships at [www.isc2.org/Certifications/SSCP/SSCP-Experience-Requirements](https://www.isc2.org/certifications/sscp/sscp-experience-requirements).

**Accreditation**

SSCP is in compliance with the stringent requirements of ANSI/ISO/IEC Standard 17024.

**Job Task Analysis (JTA)**

ISC2 has an obligation to its membership to maintain the relevancy of the SSCP. Conducted at regular intervals, the Job Task Analysis (JTA) is a methodical and critical process of determining the tasks that are performed by security professionals who are engaged in the profession defined by the SSCP. The results of the JTA are used to update the examination. This process ensures that candidates are tested on the topic areas relevant to the roles and responsibilities of today’s practicing information security professionals.

**SSCP Examination Information**

|  |  |
| --- | --- |
| **Length of exam** | 3 hours |
| **Number of items** | 125 |
| **Item format** | Multiple choice |
| **Passing grade** | 700 out of 1000 points |
| **Language availability** | English, Japanese and Spanish |
| **Testing center** | Pearson VUE Testing Center |

**SSCP Examination Weights**

|  |  |
| --- | --- |
| **Domains** | **Average Weight** |
| 1. Security Concepts and Practices | 16% |
| 2. Access Controls | 15% |
| 3. Risk Identification, Monitoring and Analysis | 15% |
| 4. Incident Response and Recovery | 14% |
| 5. Cryptography | 9% |
| 6. Network and Communications Security | 16% |
| 7. Systems and Application Security | 15% |
| **Total** | **100%** |

**Domains**

**1.1 - Comply with codes of ethics**

* ISC2 Code of Ethics
* Organizational code of ethics

**1.2 - Understand security concepts**

* Confidentiality
* Integrity
* Availability
* Accountability
* Non-repudiation
* Least privilege
* Segregation of duties (SoD)

**1.3 - Identify and implement security controls**

* Technical controls (e.g., firewalls, intrusion detection systems (IDS), access control list (ACL)
* Physical controls (e.g., mantraps, cameras, locks)
* Administrative controls (e.g., security policies, standards, procedures, baselines)
* Assessing compliance requirements
* Periodic audit and review

**1.4 - Document and maintain functional security controls**

* Deterrent controls
* Preventative controls
* Detective controls
* Corrective controls
* Compensating controls

**1.5 - Support and implement asset management lifecycle (i.e., hardware, software, and data)**

* Process, planning, design and initiation
* Development /Acquisition (e.g., DevSecOps, testing)
* Inventory and licensing (e.g., open source, closed-source)
* Implementation/Assessment
* Operation/Maintenance/End of Life (EOL)
* Archival and retention requirements
* Disposal and destruction

**1.6 - Support and/or implement change management lifecycle**

* Change management (e.g., roles, responsibilities, processes, communications, audit)
* Security impact analysis
* Configuration management (CM)

**1.7 - Support and/or implement security awareness and training (e.g., social engineering/phishing/tabletop exercises/awareness communications)**

**1.8 - Collaborate with physical security operations (e.g., data center/facility assessment, badging and visitor management, personal device restrictions)**

**2.1 - Implement and maintain authentication methods**

* Single/Multi-factor authentication (MFA)
* Single sign-on (SSO) (e.g., Active Directory Federation Services (ADFS), OpenID Connect)
* Device authentication (e.g., certificate, Media Access Control (MAC) address, Trusted Platform Module (TPM))
* Federated access (e.g., Open Authorization 2 (OAuth2), Security Assertion Markup Language (SAML))

**2.2 - Understand and support internetwork trust architectures**

* Trust relationships (e.g., 1-way, 2-way, transitive, zero)
* Internet, intranet, extranet, and demilitarized zone (DMZ)
* Third-party connections (e.g., application programming interface (API), app extensions, middleware)

**2.3 - Support and/or implement the identity management lifecycle**

* Authorization
* Proofing
* Provisioning/De-provisioning
* Monitoring, Reporting, and Maintenance (e.g., role changes, new security standards)
* Entitlement (e.g., inherited rights, resources)
* Identity and access management (IAM) systems

**2.4 - Understand and administer access controls**

* Mandatory
* Discretionary
* Role-based (e.g., subject-based, object-based, Privileged Access Management (PAM))
* Rule-based
* Attribute-based

**3.1 - Understand risk management**

* Risk visibility and reporting (e.g., risk register, sharing threat intelligence, indicators of Compromise (IOC), Common Vulnerability Scoring System (CVSS), socialization, MITRE/ATT&CK model)
* Risk management concepts (e.g., impact assessments, threat modeling, scope)
* Risk management frameworks
* Risk tolerance (e.g., appetite, risk quantification)
* Risk treatment (e.g., accept, transfer, mitigate, avoid)

**3.2 - Understand legal and regulatory concerns (e.g., jurisdiction, limitations, privacy)**

**3.3 - Perform security assessments and vulnerability management activities**

* Risk management frameworks implementation
* Security testing
* Risk review (e.g., internal, supplier, architecture)
* Vulnerability management lifecycle (e.g., scanning, reporting, analysis, remediation)

**3.4 - Operate and monitor security platforms (e.g., continuous monitoring)**

* Source systems (e.g., applications, security appliances, network devices, hosts)
* Events of interest (e.g., errors, omissions, anomalies, unauthorized changes, compliance violations, policy failures)
* Log management (e.g., policy, integrity, preservation, architectures, configuration, aggregation, tuning)
* Security information and event management (SIEM) (e.g., real-time monitoring, analysis, tracking, audit)

**3.5 - Analyze monitoring results**

* Security baselines and anomalies (e.g., correlation, noise reduction)
* Visualizations, metrics, and trends (e.g., notifications, dashboards, timelines)
* Event data analysis
* Document and communicate findings (e.g., escalation)

**4.1 - Understand and support incident response lifecycle (e.g., National Institute of Standards and Technology (NIST), International Organization for Standardization (ISO))**

* Preparation (e.g., defining roles, training programs)
* Detection, analysis, and escalation (e.g., incident communication, public relations)
* Containment
* Eradication
* Recovery (e.g., incident documentation)
* Post incident activities (e.g., lessons learned, new countermeasures, continuous improvement)

**4.2 - Understand and support forensic investigations**

* Legal (e.g., civil, criminal, administrative) and ethical principles
* Evidence handling (e.g., first responder, triage, chain of custody, preservation of scene)
* Reporting of analysis
* Organization Security Policy Compliance

**4.3 - Understand and support business continuity plan (BCP) and disaster recovery plan (DRP)**

* Emergency response plans and procedures (e.g., information system contingency, pandemic, natural disaster, crisis management)
* Interim or alternate processing strategies
* Restoration planning (e.g., Restore Time Objective (RTO), Restore Point Objectives (RPO), Maximum Tolerable Downtime (MTD))
* Backup and redundancy implementation
* Testing and drills (e.g., playbook, tabletop, disaster recovery exercises, scheduling)

**5.1 - Understand reasons and requirements for cryptography**

* Confidentiality
* Integrity and authenticity
* Data sensitivity (e.g., personally identifiable information (PII), intellectual property (IP), protected health information (PHI))
* Regulatory and industry best practice (e.g., Payment Card Industry Data Security Standards (PCI-DSS), International Organization for Standardization (ISO))
* Cryptography entropy (e.g., quantum cryptography, quantum key distribution)

**5.2 - Apply cryptography concepts**

* Hashing
* Salting
* Symmetric/Asymmetric encryption/Elliptic curve cryptography (ECC)
* Non-repudiation (e.g., digital signatures/certificates, Hash-based Message Authentication Code (HMAC), audit trails)
* Strength of encryption algorithms and keys (e.g., Advanced Encryption Standards (AES), Rivest-Shamir-Adleman (RSA)
* Cryptographic attacks and cryptanalysis

**5.3 - Understand and implement secure protocols**

* Services and protocols
* Common use cases (e.g., credit card processing, file transfer, web client, virtual private network (VPN), transmission of PII data)
* Limitations and vulnerabilities

**5.4 - Understand public key infrastructure (PKI)**

* Fundamental key management concepts (e.g., storage, rotation, composition, generation, destruction, exchange, revocation, escrow)
* Web of Trust (WOT) (e.g., Pretty Good Privacy (PGP), GNU Privacy Guard (GPG), blockchain)

**6.1 - Understand and apply fundamental concepts of networking**

* Open Systems Interconnection (OSI) and Transmission Control Protocol/Internet Protocol (TCP/IP) models
* Network topologies
* Network relationships (e.g., peer-to-peer (P2P), client server)
* Transmission media types (e.g., wired, wireless)
* Software-defined networking (SDN) (e.g., Software-Defined Wide Area Network (SD-WAN), network virtualization, automation)
* Commonly used ports and protocols

**6.2 - Understand network attacks (e.g., distributed denial of service (DDoS), man-in-the-middle (MITM), Domain Name System (DNS) cache poisoning)**

* Countermeasures (e.g., content delivery networks (CDN), firewalls, network access controls, intrusion detection and prevention systems (IDPS))

**6.3 - Manage network access controls**

* Network access controls, standards and protocols (e.g., Institute of Electrical and Electronics Engineers (IEEE) 802.1X, Remote Authentication Dial-In User Service (RADIUS), Terminal Access Controller Access-Control System Plus (TACACS+))
* Remote access operation and configuration (e.g., thin client, virtual private network (VPN), virtual desktop infrastructure)

**6.4 - Manage network security**

* Logical and physical placement of network devices (e.g., inline, passive, virtual)
* Segmentation (e.g., physical/logical, data/control plane, virtual local area network (VLAN), access control list (ACL), firewall zones, micro-segmentation)
* Secure device management

**6.5 - Operate and configure network-based security appliances and services**

* Firewalls and proxies (e.g., filtering methods, web application firewall (WAF), cloud access security broker (CASB))
* Network intrusion detection/prevention systems
* Routers and switches
* Traffic-shaping devices (e.g., wide area network (WAN) optimization, load balancing)
* Network Access Control (NAC)
* Data Loss Prevention (DLP)
* Unified Threat Management (UTM)

**6.6 - Secure wireless communications**

* Technologies (e.g., cellular network, Wi-Fi, Bluetooth, Near-Field Communication (NFC))
* Authentication and encryption protocols (e.g., Wi-Fi Protected Access (WPA), Extensible Authentication Protocol (EAP), Wi-Fi Protected Access 2 (WPA2), Wi-Fi Protected Access 3 (WPA3))

**6.7 Secure and monitor Internet of Things (IoT) (e.g., configuration, network isolation, firmware updates, End of Life (EOL) management)**

**7.1 - Identify and analyze malicious code and activity**

* Malware (e.g., rootkits, spyware, scareware, ransomware, trojans, virus, worms, trapdoors, backdoors, fileless, app/code/operatin3 system (OS)/mobile code vulnerabilities)
* Malware countermeasures (e.g., scanners, anti-malware, containment and remediation, software security)
* Types of malicious activity (e.g., insider threat, data theft, distributed denial of service (DDoS), botnet, zero-day exploits, web-based attacks, advanced persistent threat (APT))
* Malicious activity countermeasures (e.g., user awareness/training, system hardening, patching, isolation, data loss prevention (DLP))
* Social engineering methods (e.g., SPAM email, phishing/smishing/vishing, impersonation, scarcity, whaling)
* Behavior analytics (e.g., machine learning, Artificial Intelligence (AI), data analytics)

**7.2 - Implement and operate endpoint device security**

* Host-based intrusion prevention system (HIPS)
* Host-based intrusion detection system (HIDS)
* Host-based firewalls
* Application white listing
* Endpoint encryption (e.g., full disk encryption)
* Trusted Platform Module (TPM) (e.g., hardware security module management)
* Secure browsing (e.g., digital certificates)
* Endpoint detection and response (EDR)

**7.3 - Administer and manage mobile devices**

* Provisioning techniques (e.g., corporate owned, personally enabled (COPE), Bring Your Own Device (BYOD), Mobile Device Management (MDM))
* Containerization
* Encryption
* Mobile application management

**7.4 - Understand and configure cloud security**

* Deployment models (e.g., public, private, hybrid, community)
* Service models (e.g., Infrastructure as a Service (IaaS), Platform as a Service (PaaS) and Software as a Service (SaaS))
* Virtualization (e.g., hypervisor, Virtual Private Cloud (VPC))
* Legal and regulatory concerns (e.g., privacy, surveillance, data ownership, jurisdiction, eDiscovery, shadow information technology (IT))
* Data storage, processing, and transmission (e.g., archiving, backup, recovery, resilience)
* Third-party/Outsourcing requirements (e.g., service-level agreement (SLA), data portability/ privacy/destruction/auditing)
* Shared responsibility model

**7.5 - Operate and maintain secure virtual environments**

* Hypervisor (i.e., Type 1 (e.g., bare metal), Type 2 (e.g., software))
* Virtual appliances
* Containers
* Continuity and resilience
* Storage management (e.g., data domain)
* Threats, attacks, and countermeasures (e.g., brute-force attack, virtual machine escape, threat hunting)

**Additional Examination Information**

**Supplementary References**

Candidates are encouraged to supplement their education and experience by reviewing relevant resources that pertain to the CBK and identifying areas of study that may need additional attention.

View the full list of supplementary references at [www.isc2.org/certifications/References](https://www.isc2.org/certifications/references).

**Examination Policies and Procedures**

ISC2 recommends that SSCP candidates review exam policies and procedures prior to registering for the examination. Read the comprehensive breakdown of this important information at [www.isc2.org/Register-for-Exam](https://www.isc2.org/register-for-exam).

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SSCP Exam Outline

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**ISC2 policies**

**Admission Policy**

Plan to arrive at your test center at least **30 minutes** before your exam start time. To check in for your appointment the following is **required**:

* Show **two (2)** valid, unexpired forms of personal ID (examples include: government issued ids, passports, etc.). Both must have your name (exactly as it appears in your exam registration) and signature, and one of the two must have your photo. For more information about acceptable IDs please visit: <https://www.isc2.org/Exams/Exam-Day> and look under What You Need to Bring to the Test Center tab for more information.
  + **Unacceptable form of ID:** **Digital IDs** (A digital ID is an electronic representation of personally identifying information that may be used to verify the identity of a person)

For additional information regarding the Aadhaar ID, please visit [Aadhaar ID Policy for Pearson VUE](https://www.pearsonvue.com/content/dam/VUE/vue/global/documents/global-id-policy/Pearson-VUE-Aadhaar-ID-Policy-English.pdf).

* Minors under 18 – Minor must be accompanied by a parent or guardian on the day of exam.
  + Please refer for ID requirements for minors, <https://www.isc2.org/exams/exam-day>
* Provide your signature.
* Submit to a [palm vein scan](https://www.isc2.org/-/media/ISC2/Documents/palm-vein_candidate-isc2.ashx?la=en&hash=A575A664E77B78B6BB2708413EFB6C7913645C08) (unless expressly prohibited by law).
* Have your photo taken. Hats, scarves, and coats may not be worn for your photo. Additionally, you may not wear these items in the test room.
* Leave your personal belongings outside the testing room. You will have access to secure storage. As storage space is limited, please plan appropriately. Pearson VUE test centers do not assume responsibility for your personal belongings.
* Receive a short orientation from the Test Administrator (TA). After the orientation, the TA will escort you to a testing station.
* Sign and agree to the [Non-Disclosure Agreement](https://www.isc2.org/Exams/Non-Disclosure-Agreement) that will be presented at the beginning of your exam. Please take a moment to review the agreement now so that you are familiar with it when you sit for your exam.

Where selected by your Test Sponsor, you agree that Pearson VUE will collect your palm vein pattern at the test center on the day of your exam and retain that information, to the extent permitted by law. Your palm vein scan will be used for the purposes of identification verification on the day of your test and on your future test days, detecting and preventing any fraud, and maintaining the security and integrity of the testing program. For more information on Pearson VUE‘s policy for use and retention of personal data including biometric data like palm vein scans, please see our [Privacy and Cookies Policy](https://wsr.pearsonvue.com/privacy). Your agreement to these Testing policies includes agreement to the Privacy and Cookies Policy.

**Reschedule Policy**

* **If you wish to reschedule** your exam appointment, you must contact [Pearson VUE](https://home.pearsonvue.com/contact).
* There is no fee for rescheduling the Certified in Cybersecurity (CC) exam. For all other certifications, there is a US$50 fee for exam appointment rescheduled.
* If you choose to **go online to reschedule** your appointment, you must do so **at least 48 hours prior to your appointment**.
* If you choose to **call the Pearson customer support team to reschedule**, you must do so **at least 24 hours prior to your appointment**.
* If you do not reschedule your exam appointment without proper advanced notice, as outlined above, it will result in a no-show, and you will **forfeit your exam fee**. If you used the ISC2 Candidate promo code, as part of the One Million Certified in Cybersecurity initiative, you will **not be able to register again with that code**.
* Once scheduled you have up to 365 days to sit for your exam. Failure to sit for your examination within 365 days will result in a no-show and forfeiture of all exam and rescheduling fees.

**Cancellation Policy**

* If you wish to cancel your exam appointment, you must contact [Pearson VUE](https://home.pearsonvue.com/contact).
* There is no fee for canceling the Certified in Cybersecurity (CC) exam. For all other certifications, there is a US$100 fee for exam appointment cancelations.
* If you choose to **go online to cancel** your appointment, you must do so **at least 48 hours prior to your appointment**.
* If you choose to **call the** [Pearson customer support team](https://home.pearsonvue.com/contact) to **cancel**, you must do so **at least 24 hours prior to your appointment**.
* If you do not cancel your exam appointment without proper advanced notice, as outlined above, it will result in a no-show, and will **forfeit your exam fee**. If you used the ISC2 Candidate promo code, as part of the One Million Certified in Cybersecurity initiative, you will **not be able to register again with that code.**

**Additional Information**

**ISC2 Terms and Conditions**

* ISC2 requires that all candidates for certification read and accept the terms and conditions set forth here: [https://www.isc2.org/uploadedFiles/Certification\_Programs/CBT-Examination-Agreement.pdf.](https://www.isc2.org/uploadedFiles/Certification_Programs/CBT-Examination-Agreement.pdf) Candidates that do not agree to the terms and conditions will not be permitted to sit for any ISC2 examination.

**Non-Disclosure Agreement (NDA)**

* Failure to read or accept the ISC2 NDA agreement within the allotted five minutes will result in exam termination and forfeiture of exam appointment. Forfeiture of exam appointment also includes forfeiture of all exam fees. To take the examination at a later date you will be required to re-register for the exam and pay all applicable registration fees.

**Important Information on ISC2 Exams**

* One of the benefits to candidates taking an examination via Computer-Based Testing is that most candidates receive their scores immediately upon completing their examination. In some cases, ISC2 must conduct periodic psychometric analyses prior to releasing exam results. For the small number of candidates affected by this process, it is expected that candidates will receive their results within 6 -8 weeks following the exam.
* ISC2 offers two types of computer-based exams – linear and adaptive – however neither exam type allows for candidates to skip an item, nor can items be returned to later during administration. Once an answer is confirmed it cannot be changed, reviewed, or revisited.
* Frequently asked questions (FAQs) and answers for common inquiries that can be found here: <https://www.isc2.org/Frequently-Asked-Questions>.

**Accommodations Policy**

ISC2 provides reasonable and appropriate accommodations for people who have a documented need for exam accommodations. Accommodations must be requested and approved by ISC2 prior to scheduling your examination. If you wish to request an accommodation, please visit <https://www.isc2.org/Register-for-Exam> and look under the Requesting Special Accommodations tab for information and instructions on how to request an accommodation. Test accommodations are individualized and considered on a case-by-case basis. Once an accommodation is approved, ISC2 will inform the Pearson VUE Accommodations team. Please allow up to three business days for Pearson VUE to receive this information. Then, contact

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ISC2 ID: 1907033

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Pearson VUE, so you can schedule your exam, contact information can be found at [www.pearsonvue.com/isc2/contact](http://www.pearsonvue.com/isc2/contact).

Accommodations are not a guarantee of improved performance or exam completion. Once an initial exam appointment is scheduled, there may be a US$50 fee to reschedule an exam with an approved accommodation.

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[CCSP: Certified Cloud Security Professional (CCSP)](javascript:void(0);)

[CGRC: Certified in Governance Risk and Compliance](javascript:void(0);)

[CISSP: Certified Information Systems Security Professional](javascript:void(0);)

[CSSLP: Certified Secure Software Lifecycle Professional](javascript:void(0);)

[ISSAP: Information Systems Security Architecture Professional](javascript:void(0);)

[ISSMP: Information Systems Security Management Professional](javascript:void(0);)

[SSCP: Systems Security Certified Practitioner](javascript:void(0);)

Certification **Exam Outline**

Effective Date: November 15, 20222

ISSMP Certification Exam Outline

**About CISSP-ISSMP**

The Information Systems Security Management Professional (ISSMP) is a CISSP who specializes in establishing,

presenting and governing information security programs and demonstrates management and leadership

skills. CISSP-ISSMPs direct the alignment of security programs with the organization’s mission, goals and

strategies in order to meet enterprise financial and operational requirements in support of its desired risk

position.

The broad spectrum of topics included in the CISSP-ISSMP Common Body of Knowledge (CBK®) ensure its

relevancy across all disciplines in the field of information security management. Successful candidates are

competent in the following six domains:

• Leadership and Business Management

• Systems Lifecycle Management

• Risk Management

• Threat Intelligence and Incident Management

• Contingency Management

• Law, Ethics and Security Compliance Management

**Experience Requirements**

Candidates must be a CISSP in good standing and have two years cumulative paid work experience

in one or more of the six domains of the CISSP-ISSMP CBK. You can learn more about CISSP-ISSMP

experience requirements and how to account for part-time work and internships at

www.isc2.org/Certifications/CISSP-Concentrations#steps-to-certification.

Accreditation

CISSP-ISSMP is in compliance with the stringent requirements of ANSI/ISO/IEC Standard 17024.

Job Task Analysis (JTA)

(ISC)² has an obligation to its membership to maintain the relevancy of the CISSP-ISSMP. Conducted at

regular intervals, the Job Task Analysis (JTA) is a methodical and critical process of determining the tasks that

are performed by security professionals who are engaged in the profession defined by the CISSP-ISSMP. The

results of the JTA are used to update the examination. This process ensures that candidates are tested on the

topic areas relevant to the roles and responsibilities of today’s practicing information security professionals.3

ISSMP Certification Exam Outline

**CISSP-ISSMP Examination Information**

**CISSP-ISSMP Examination Weights**

**Length of exam**

**Number of items**

**Item format**

**Passing grade**

**Exam availability**

**Testing center**

3 hours

125

Multiple choice

700 out of 1000 points

English

Pearson VUE Testing Center

**Domains**

**Weight**

1. Leadership and Business Management

20%

2. Systems Lifecycle Management

18%

3. Risk Management

19%

4. Threat Intelligence and Incident Management

17%

5. Contingency Management

15%

6. Law, Ethics and Security Compliance Management

11%

**Total: 100%**4

ISSMP Certification Exam Outline

**Domain 1:**

**Leadership and Business Management**

1.1 Establish security’s role in organizational culture, vision and mission

» Define information security program vision and mission

» Align security with organizational goals, objectives and values

» Define security’s relationship to the overall business processes

» Define the relationship between organizational culture and security

1.2 Align security program with organizational governance

» Identify and navigate organizational governance structure

» Validate roles of key stakeholders

» Validate sources and boundaries of authorization

» Advocate and obtain organizational support for security initiatives

1.3 Define and implement information security strategies

» Identify security requirements from business initiatives

» Evaluate capacity and capability to implement security strategies

» Manage implementation of security strategies

» Review and maintain security strategies

» Prescribe security architecture and engineering theories, concepts and methods

1.4 Define and maintain security policy framework Determine applicable external standards

» Determine applicable external standards

» Determine data classification and protection requirements

» Establish internal policies

» Advocate and obtain organizational support for policies

» Develop procedures, standards, guidelines and baselines

» Ensure periodic review of security policy framework5

ISSMP Certification Exam Outline

» Define roles and responsibilities

» Determine and manage team accountability

» Build cross-functional relationships

» Resolve conflicts between security and

other stakeholders

» Identify communication bottlenecks

and barriers

» Integrate security controls into human

resources processes

» Evaluate service management agreements

(e.g., risk, financial)

» Govern managed services

(e.g., infrastructure, cloud services)

» Manage impact of organizational change (e.g.,

mergers and acquisitions, outsourcing)

» Ensure that appropriate regulatory compliance

statements and requirements are included in

contractual agreements

» Monitor and enforce compliance with

contractual agreements

1.5 Manage security requirements in contracts and agreements

1.6 Manage security awareness and training programs

» Promote security programs to key stakeholders

» Identify needs and implement training programs by target segment

» Monitor and report on effectiveness of security awareness and training programs

1.7 Define, measure and report security metrics

» Identify Key Performance Indicators (KPI)

» Associate Key Performance Indicators (KPI) to the risk posture of the organization

» Use metrics to drive security program development and operations

1.8 Prepare, obtain and administer security budget

» Prepare and secure annual budget

» Adjust budget based on evolving risks and threat landscape

» Manage and report financial responsibilities

1.9 Manage security programs

1.10 Apply product development and project management principles

» Incorporate security into project lifecycle

» Identify and apply appropriate project management methodology

» Analyze project time, scope and cost relationship6

ISSMP Certification Exam Outline

2.1 Manage integration of security into Systems Development Life Cycle (SDLC)

» Integrate information security gates (decision points) and requirements into lifecycle

» Implement security controls into system lifecycle

» Oversee security configuration management (CM) processes

2.2 Integrate new business initiatives and emerging technologies into the

security architecture

» Integrate security into new business initiatives and emerging technologies

» Address impact of new business initiatives on security posture

2.3 Define and oversee comprehensive vulnerability management programs

(e.g., vulnerability scanning, penetration testing, threat analysis)

» Identify, classify and prioritize assets, systems and services based on criticality to business

» Prioritize threats and vulnerabilities

» Manage security testing

» Manage mitigation and/or remediation of vulnerabilities based on risk

2.4 Manage security aspects of change control

» Integrate security requirements with change control process

» Identify and coordinate with the stakeholders

» Manage documentation and tracking

» Ensure policy compliance (e.g., continuous monitoring)

**Domain 2:**

**Systems Lifecycle Management** 7

ISSMP Certification Exam Outline

**Domain 3:**

**Risk Management**

3.1 Develop and manage a risk management program

» Identify risk management program objectives

» Communicate and agree on risk management objectives with risk owners and other stakeholders

» Determine scope of organizational risk program

» Identify organizational security risk tolerance/appetite

» Obtain and verify organizational asset inventory

» Analyze organizational risks

» Determine countermeasures, compensating and mitigating controls

» Perform cost-benefit analysis (CBA) of risk treatment options

3.2 Conduct risk assessments

» Identify risk factors

3.3 Manage security risks within the supply chain (e.g., supplier, vendor, third-party risk)

» Identify supply chain security risk requirements

» Integrate supply chain security risks into organizational risk management

» Validate security risk control within the supply chain

» Monitor and review the supply chain security risks8

ISSMP Certification Exam Outline

4.1 Establish and maintain threat intelligence program

» Aggregate threat data from multiple threat intelligence sources

» Conduct baseline analysis of network traffic, data and user behavior

» Detect and analyze anomalous behavior patterns for potential concerns

» Conduct threat modeling

» Identify and categorize an attack

» Correlate related security event and threat data

» Create actionable alerting to appropriate resources

4.2 Establish and maintain incident handling and investigation program

» Develop program documentation

» Establish incident response case management process

» Establish incident response team

» Apply incident management methodologies

» Establish and maintain incident handling process

» Establish and maintain investigation process

» Quantify and report financial and operational impact of incidents and investigations to stakeholders

» Conduct root cause analysis (RCA)

**Domain 4:**

**Threat Intelligence and Incident**

**Management** 9

ISSMP Certification Exam Outline

5.1 Facilitate development of contingency plans

» Identify and analyze factors related to the Continuity of Operations Plan (COOP)

» Identify and analyze factors related to the business continuity plan (BCP) (e.g., time, resources, verification)

» Identify and analyze factors related to the disaster recovery plan (DRP) (e.g., time, resources, verification)

» Coordinate contingency management plans with key stakeholders

» Define internal and external crisis communications plans

» Define and communicate contingency roles and responsibilities

» Identify and analyze contingency impact on business processes and priorities

» Manage third-party contingency dependencies

» Prepare security management succession plan

5.2 Develop recovery strategies

» Identify and analyze alternatives

» Recommend and coordinate recovery strategies

» Assign recovery roles and responsibilities

5.3 Maintain contingency plan, Continuity of Operations Plan (COOP), business continuity

plan (BCP) and disaster recovery plan (DRP)

» Plan testing, evaluation and modification

» Determine survivability and resiliency capabilities

» Manage plan update process

5.4 Manage disaster response and recovery process

» Declare disaster

» Implement plan

» Restore normal operations

» Gather lessons learned

» Update plan based on lessons learned

**Domain 5:**

**Contingency Management** 10

ISSMP Certification Exam Outline

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6.1 Identify the impact of laws and regulations that relate to information security

6.2 Adhere to the (ISC)

2

Code of Ethics as related to management issues

6.3 Validate compliance in accordance with applicable laws, regulations and industry

best practices

6.4 Coordinate with auditors and regulators in support of the internal and external

audit processes

6.5 Document and manage compliance exceptions

» Identify and document compensating controls and workarounds

» Report and obtain authorized approval of risk waiver

**Domain 6:**

**Law, Ethics and Security Compliance**

**Management**

» Identify applicable privacy laws

» Identify legal jurisdictions the organization and

users operate within (e.g., trans-border data flow)

» Identify export laws

» Identify intellectual property (IP) laws

» Identify applicable industry regulations

» Identify and advise on non-compliance risks

» Inform and advise senior management

» Evaluate and select compliance framework(s)

» Implement the compliance framework(s)

» Define and monitor compliance metrics

» Plan

» Schedule

» Coordinate audit activities

» Evaluate and validate findings

» Formulate response

» Validate implemented mitigation and

remediation actions11

ISSMP Certification Exam Outline

**Additional Examination Information**

Supplementary References

Candidates are encouraged to supplement their education and experience by reviewing

relevant resources that pertain to the CBK and identifying areas of study that may need

additional attention.

View the full list of supplementary references at www.isc2.org/certifications/References.

Examination Policies and Procedures

(ISC)2 recommends that CISSP-ISSMP candidates review exam policies and procedures

prior to registering for the examination. Read the comprehensive breakdown of this

important information at www.isc2.org/Exams/Before-Your-Exam.

Legal Info

For any questions related to (ISC)

2

’s legal policies, please contact the (ISC)2 Legal

Department at legal@isc2.org.

Any Questions?

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v222Certification **Exam Outline**

Effective Date: November 13, 20202

ISSEP Certification Exam Outline

**About CISSP-ISSEP**

The Information Systems Security Engineering Professional (ISSEP) is a CISSP who specializes in the practical

application of systems engineering principles and processes to develop secure systems. An ISSEP analyzes

organizational needs, defines security requirements, designs security architectures, develops secure designs,

implements system security, and supports system security assessment and authorization for government and

industry.

The broad spectrum of topics included in the ISSEP Common Body of Knowledge (CBK®) ensure its relevancy

across all disciplines in the field of security engineering. Successful candidates are competent in the following

five domains:

• Systems Security Engineering Foundations

• Risk Management

• Security Planning and Design

• Systems Implementation, Verification and Validation

• Secure Operations, Change Management and Disposal

**Experience Requirements**

Candidates must be a CISSP in good standing and have two years cumulative paid work experience

in one or more of the five domains of the CISSP-ISSEP CBK. You can learn more about CISSP-ISSEP

experience requirements and how to account for part-time work and internships at

www.isc2.org/Certifications/CISSP-ISSEP/experience-requirements.

Accreditation

CISSP-ISSEP is in compliance with the stringent requirements of ANSI/ISO/IEC Standard 17024.

Job Task Analysis (JTA)

(ISC)² has an obligation to its membership to maintain the relevancy of the ISSEP. Conducted at regular

intervals, the Job Task Analysis (JTA) is a methodical and critical process of determining the tasks that are

performed by security professionals who are engaged in the profession defined by the ISSEP. The results of

the JTA are used to update the examination. This process ensures that candidates are tested on the topic

areas relevant to the roles and responsibilities of today’s practicing information security professionals.3

ISSEP Certification Exam Outline

**CISSP-ISSEP Examination Information**

**CISSP-ISSEP Examination Weights**

**Length of exam**

**Number of items**

**Item format**

**Passing grade**

**Exam availability**

**Testing center**

3 hours

125

Multiple choice

700 out of 1000 points

English

Pearson VUE Testing Center

**Domains**

**Weight**

1. Systems Security Engineering Foundations

25%

2. Risk Management

14%

3. Security Planning and Design

30%

4. Systems Implementation, Verification and Validation

14%

5. Secure Operations, Change Management

and Disposal

17%

**Total: 100%**4

ISSEP Certification Exam Outline

**Domain 1:**

**Systems Security Engineering Foundations**

1.1 Apply systems security engineering fundamentals

1.2 Execute systems security engineering processes

1.3 Integrate with applicable system development methodology

1.4 Perform technical management

1.5 Participate in the acquisition process

1.6 Design Trusted Systems and Networks (TSN)

» Understand systems security engineering trust

concepts and hierarchies

» Identify the relationships between systems and

security engineering processes

» Apply structural security design principles

» Integrate security tasks and activities

» Verify security requirements throughout

the process

» Integrate software assurance methods

» Perform project planning processes

» Perform project assessment and control

processes

» Perform decision management processes

» Perform risk management processes

» Perform configuration management processes

» Perform information management processes

» Perform measurement processes

» Perform Quality Assurance (QA) processes

» Identify opportunities for security process

automation

» Identify organizational security authority

» Identify system security policy elements

» Integrate design concepts

(e.g., open, proprietary, modular)

» Prepare security requirements for acquisitions

» Participate in selection process

» Participate in Supply Chain Risk Management

(SCRM)

» Participate in the development and review of

contractual documentation5

ISSEP Certification Exam Outline

**Domain 2:**

**Risk Management**

2.1 Apply security risk management principles

2.2 Address risk to system

2.3 Manage risk to operations

» Establish risk context

» Identify system security risks

» Perform risk analysis

» Perform risk evaluation

» Recommend risk treatment options

» Document risk findings and decisions

» Determine stakeholder risk tolerance

» Identify remediation needs and other system changes

» Determine risk treatment options

» Assess proposed risk treatment options

» Recommend risk treatment options

» Align security risk management with Enterprise Risk Management (ERM)

» Integrate risk management throughout the lifecycle6

ISSEP Certification Exam Outline

3.1 Analyze organizational and operational environment

3.2 Apply system security principles

3.3 Develop system requirements

3.4 Create system security architecture and design

**Domain 3:**

**Security Planning and Design**

» Capture stakeholder requirements

» Identify relevant constraints and assumptions

» Assess and document threats

» Determine system protection needs

» Develop Security Test Plans (STP)

» Incorporate resiliency methods to address threats

» Apply defense-in-depth concepts

» Identify fail-safe defaults

» Reduce Single Points of Failure (SPOF)

» Incorporate least privilege concept

» Understand economy of mechanism

» Understand Separation of Duties (SoD) concept

» Develop system security context

» Identify functions within the system and security

Concept of Operations (CONOPS)

» Document system security requirements baseline

» Analyze system security requirements

» Develop functional analysis and allocation

» Maintain traceability between specified design

and system requirements

» Develop system security design components

» Perform trade-off studies

» Assess protection effectiveness7

ISSEP Certification Exam Outline

**Domain 4:**

**Systems Implementation, Verification**

**and Validation**

4.1 Implement, integrate and deploy security solutions

4.2 Verify and validate security solutions

» Perform system security implementation and integration

» Perform system security deployment activities

» Perform system security verification

» Perform security validation to demonstrate security controls meet stakeholder security requirements8

ISSEP Certification Exam Outline

**Domain 5:**

**Secure Operations, Change Management**

**and Disposal**

5.1 Develop secure operations strategy

5.2 Participate in secure operations

5.3 Participate in change management

5.4 Participate in the disposal process

» Specify requirements for personnel conducting operations

» Contribute to the continuous communication with stakeholders for security relevant aspects of the system

» Develop continuous monitoring solutions and processes

» Support the Incident Response (IR) process

» Develop secure maintenance strategy

» Participate in change reviews

» Determine change impact

» Perform verification and validation of changes

» Update risk assessment documentation

» Identify disposal security requirements

» Develop secure disposal strategy

» Develop decommissioning and disposal procedures

» Audit results of the decommissioning and disposal process9

ISSEP Certification Exam Outline

**Additional Examination Information**

Supplementary References

Candidates are encouraged to supplement their education and experience by reviewing

relevant resources that pertain to the CBK and identifying areas of study that may need

additional attention.

View the full list of supplementary references at www.isc2.org/certifications/References.

Examination Policies and Procedures

(ISC)² recommends that ISSEP candidates review exam policies and procedures prior to

registering for the examination. Read the comprehensive breakdown of this important

information at www.isc2.org/Register-for-Exam.

Legal Info

For any questions related to (ISC)²’s legal policies, please contact the (ISC)2 Legal

Department at legal@isc2.org.

Any Questions?

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Email: membersupportemea@isc2.org

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Attachments

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Details

### Lenovo and Intel are Driving AI Innovation at the Edge

Flynn Maloy, Chief Marketing Officer of Lenovo ISG

Jan 23 2025| 0 mins

Lenovo and Intel’s long-standing partnership is transforming industries by bringing cutting-edge AI solutions to the edge and beyond. From PCs to data centers, our collaboration has consistently pushed technological boundaries. The strength of Lenovo’s ThinkEdge portfolio is enabling AI-driven applications in manufacturing sites, retail stores, schools, and more. Join @Flynn Maloy, Chief Marketing Officer of Lenovo ISG, as he details how Lenovo and Intel® are leading the way in AI innovation: - Comprehensive solutions for diverse industries: From computer vision in manufacturing to advanced AI in education and retail, Lenovo and Intel’s joint solutions empower a variety of applications. - Next-gen AI with CPUs: Not every AI workload requires massive GPUs. Intel’s CPUs are driving the next wave of edge AI, particularly in inferencing and delivering efficient and accessible AI solutions. - Scalable and powerful edge portfolio: Lenovo’s edge clients and servers, powered by Intel, are designed to meet the demands of modern businesses, offering flexibility and performance across workloads. - A partnership that drives innovation: With a shared vision for the future of AI, Lenovo and Intel continue to push the boundaries of what’s possible for our customers. Together, Lenovo and Intel are leading the charge in making AI more accessible, scalable, and impactful for businesses worldwide.

### State of Cloud 2025: Navigating EMEA’s Cloud Revolution

John Bradshaw, Director of Cloud Computing Technology and Strategy, EMEA, Akamai & Bryan Glick, Editor in Chief, Computer Weekly

Feb 27 2025| 18 mins

Boris Cipot, Senior Security Engineer

Sep 05 2024| 30 mins

### Python is a fast, platform-agnostic, and easy-to-learn programming language that is suited for beginners and experienced developers alike. Ever since its first release in 1991, Python has had a constant presence in the computer world and has become a go-to language thanks to its easy-to-understand code and versatility. Today, Python can boast a wide array of libraries and frameworks, and they are the cornerstone of fast and easy Python programming—the so-called Pythonic way of development. But like all programming languages, Python is not immune to security threats. Secure coding best practices must be adopted to avoid risks from attackers. In this webinar, we’ll explore Python security best practices that should employed when building secure application. One-Stop DevOps: Simplifying Toolchains with GitLab and Google Cloud

Nate Avery, Outbound Product Manager - Google | Jackie Porter, Director of Product - Gitlab | Torsten Volk, Principal Analyst - ESG

Dec 04 2024| 28 mins

### Seamless Edge Deployment and Management with Lenovo and Intel

Blake Kerrigan, Senior Director, ThinkEdge Business Group

Jan 23 2025| 1 mins

Sort by

Career Opportunity

### [Senior Applied Scientist – Copilot Team](https://jobs.careers.microsoft.com/global/en/job/1811672/Senior-Applied-Scientist)

Posted: March 3, 2025

Location: Beijing, China

Research Area(s): Artificial intelligence

We are inviting you to join the Copilot Team, where we are redefining the future of AI-powered experiences. The Copilot Team is at the forefront of innovation, building intelligent solutions that empower users across devices…

Career Opportunity

### [Senior Applied AI Engineer – Microsoft Security AI Research team](https://jobs.careers.microsoft.com/global/en/job/1811047/Senior-Applied-AI-Engineer)

Posted: March 3, 2025

Location: Remote (within US)

Research Area(s): Artificial intelligence, Security, privacy, and cryptography

Join the vanguard of cybersecurity innovation with the Microsoft Security AI Research team. We are on the lookout for an Applied Scientist to spearhead the research and development of functional autonomous agents for security scenarios.…

Career Opportunity

### [Data Scientist II – Microsoft Security](https://jobs.careers.microsoft.com/global/en/job/1806339/Data-Scientist-II)

Posted: March 1, 2025

Location: Remote (within US); United States

Research Area(s): Artificial intelligence, Data platforms and analytics, Human-computer interaction, Security, privacy, and cryptography

The AI Personalization, Feedback, and Analytics team ensures that Security Copilot, Microsoft’s GenAI platform, delivers adaptive and intelligent experiences by leveraging feedback loops, analytics, and personalization techniques. We are seeking a Data Scientist to help…

Career Opportunity

### [Senior Applied Scientist – Power Apps](https://jobs.careers.microsoft.com/global/en/job/1792632/Senior-Applied-Scientist)

Posted: March 1, 2025

Location: Redmond, WA, US; Remote (within US)

Research Area(s): Algorithms, Artificial intelligence, Data platforms and analytics

The Power Apps team at Microsoft is looking to hire a Senior Applied Scientist. As a team, we are very customer focused and driven by curiosity, creativity, teamwork, agility, accountability and desire to learn everyday.…

Career Opportunity

### [Applied Scientist II – Power Apps](https://jobs.careers.microsoft.com/global/en/job/1792631/Applied-Scientist-II)

Posted: March 1, 2025

Location: Redmond, WA, US; Remote (within US)

Research Area(s): Algorithms, Artificial intelligence, Data platforms and analytics, Programming languages and software engineering

The Power Apps team at Microsoft is looking to hire an Applied Scientist II. As a team, we are very customer focused and driven by curiosity, creativity, team work, agility, accountability and desire to learn everyday. If…

Career Opportunity

### [Principal Applied Scientist – Advanced Autonomy and Applied Robotics](https://jobs.careers.microsoft.com/global/en/job/1805443/Principal-Applied-Scientist---Advanced-Autonomy-and-Applied-Robotics)

Posted: March 1, 2025

Location: Redmond, WA, US

Research Area(s): Artificial intelligence, Hardware and devices, Human-computer interaction, Technology for emerging markets

Within Microsoft’s Strategic Missions and Technologies (SMT) division, the Advanced Autonomy and Applied Robotics team is seeking a Principal Applied Scientist.The role involves building the future platform for human-robot-agent teaming. This individual will leverage cutting-edge AI and robotics technologies…

Career Opportunity

### [Senior Applied Scientist – Advanced Autonomy and Applied Robotics](https://jobs.careers.microsoft.com/global/en/job/1805440/Senior-Applied-Scientist---Advanced-Autonomy-and-Applied-Robotics)

Posted: March 1, 2025

Location: Redmond, WA, US

Research Area(s): Artificial intelligence, Hardware and devices, Human-computer interaction, Technology for emerging markets

Within Microsoft’s Strategic Missions and Technologies (SMT) division, the Advanced Autonomy and Applied Robotics team is seeking a Senior Applied Scientist. The role involves building the future platform for human-robot-agent teaming. This individual will leverage…

Career Opportunity

### [Principal Researcher – Generative AI – Microsoft Research AI Frontiers](https://jobs.careers.microsoft.com/global/en/job/1811646/Principal-Researcher-%E2%80%93-Generative-AI---Microsoft-Research-AI-Frontiers)

Posted: March 1, 2025

Location: New York, NY, US; Redmond, WA, US

Research Area(s): Artificial intelligence

We are seeking a Principal Researcher to join our team and lead efforts on the advancement of Generative AI and Large Language Models (LLMs) technologies. As a Principal Researcher, you will play a crucial role in leading,…

Career Opportunity

### [Senior Applied Scientist](https://jobs.careers.microsoft.com/global/en/job/1811006/Senior-Applied-Scientist)

Posted: March 1, 2025

Location: Cairo, Egypt

Research Area(s): Artificial intelligence

In shaping the future of monetization for personalized AI assistants and pioneering innovation in the advertiser agentic space, as a Senior Applied Scientist, you will collaborate with engineers, data scientists, and product managers to develop…

Career Opportunity

### [Principal Data Scientist – Real-Time Intelligence team](https://jobs.careers.microsoft.com/global/en/job/1811833/Principal-Data-Scientist)

Posted: February 28, 2025

Location: Redmond, WA, US

Research Area(s): Artificial intelligence, Data platforms and analytics, Systems and networking

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Inbox

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| |  | | --- | | **tshingombe fiston <tshingombefiston@gmail.com>** | | | Mon, Mar 3, 3:19 PM (18 hours ago) |
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## Registration details

Name

tshingombe tshitadi

Status

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# Feedback on Security Service Provider Application and Complaint Process

## Application for Exemption Terms of Section 23(6)

### Key Points:

* Applicant Information:
  + **Full Name: Tshingombe Fiston**
  + **Date: January 18, 2025, 6:36 PM**
  + **Contact: Not provided**
* Application Details:
  + **Terms of Section 23(6) of the Private Security Industry Regulation Act 56 of 2001.**
  + **Despite Section 23(1) and (2), the authority may register any applicant as a security service provider on good cause shown.**
  + **Requirements include applicant's age, training, and clearance of any criminal offenses in the last ten years.**

### Particulars of Appellant:

* Full Name: **Tshingombe Fiston**
* Contact Address: **Not provided**
* Refusal Reasons:
  + **Refusal to grant application for registration.**
  + **Refusal to renew registration.**
  + **Cancellation or suspension of registration.**
  + **Conviction of improper conduct.**

### Complaints Management Process:

* Statutory Mandate: **Derived from the Private Security Regulation Act 56 of 2001.**
* Complaint Definition: **Dissatisfaction reported to PSIRA regarding the quality of service rendered by a private security service provider.**
* Complaint Handling: **Complaints are processed, referred, or dealt with by PSIRA in accordance with the code of conduct and statutory mandate.**

### Security Equipment Definition:

* Types of Equipment:
  + **Alarm systems, safes, satellite tracking devices.**
  + **Intrusion detection, access control, bomb detection, and fire detection devices.**
  + **Security containers, X-ray, and communication devices.**

### Improper Conduct:

* Examples:
  + **Operating without registration.**
  + **Deploying unregistered security officers.**
  + **Failure to meet training and uniform standards.**
  + **Non-payment of prescribed wages and allowances.**

### Complaint Resolution:

* Time Frame: **Standard period to finalize any complaint is 30 to 90 days.**
* Common Complaints: **Include wage disputes, improper conduct, and training deficiencies.**

### Digital Records:

* Last Updated: **12-05-2022**
* Batch Numbers:
  + **Batch 383731: Pending since June 28, 2024.**
  + **Batch 383732: Termination pending since June 29, 2024.**

### Job Career Information:

* Current Status: **Application for registration as a security officer in progress.**
* Job Requirements:
  + **Basic salary, education qualifications, and employment history.**
  + **Ability to work under pressure and interpret legislation.**
  + **High administrative skills and problem-solving abilities.**

## Investigation and Complaints:

* Details of Complaints:
  + **Complainant Name: Tshingombe Fiston**
  + **Incident Date: July 14, 2023**
  + **Nature of Complaint: Dismissal from job, irregularities in exam processes, and issues with certification.**

### Legal and Administrative Actions:

* Court Cases:
  + **Labour court cases and appeals.**
  + **Complaints lodged with various authorities including the Office of the Chief Justice.**
* Outcomes:
  + **Pending decisions and unresolved issues.**
  + **Requests for reviews and rescission rulings.**

### Training and Development:

* Police Community Support Officer (PCSO) Training:
  + **Duration: One month initial training.**
  + **Key Areas: Radio procedures, evidence gathering, crime scene management, human rights, and diversity awareness.**

### Student Placement Programs:

* Areas of Placement:
  + **Financial crime investigation.**
  + **Estate and asset management.**
  + **Construction and building engineering.**
* Essential Skills:
  + **Planning, organization, communication, technical skills, and teamwork.**

### Expression of Interest and Withdrawals:

* Record of Interest: **Successfully withdrawn from certain roles.**
* Feedback: **Encouraged to explore other opportunities within the organization.**

### Freedom of Information Requests:

* Recent Requests:
  + **Request for validation and information under the Freedom of Information Act.**
  + **Requirements for resubmission and personal data verification.**

### Integrity and Defense:

* Research Focus:
  + **Issues related to justice, education, and low development.**
  + **Emphasis on technological support and criminal investigations.**

### Summary:

* Feedback: **Comprehensive review of the application, complaint process, and training details provided. Emphasis on proper documentation, clear communication, and adherence to statutory mandates.**

**fiston inspected Independent of Police Conduct's Cyber Essentials certificate on Thursday 6th March 2025 - 08:06:54(GMT)**

Below shows a comparison of the state of the certificate compared to its current state.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | Independent of Police Conduct | | Independent of Police Conduct | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | 29be4854-f18d-45f4-b5b4-cf3c9613c4b5 | | 29be4854-f18d-45f4-b5b4-cf3c9613c4b5 | |  |
| Issued on | 2022-12-09T13:18:38.476101+00:00 | | 2022-12-09T13:18:38.476101+00:00 | |  |
| Date of certification | 2022-12-09T13:18:00+00:00 | | 2022-12-09T13:18:00+00:00 | |  |
| Valid to | 2023-12-09T13:18:00+00:00 | | 2023-12-09T13:18:00+00:00 | |  |
| Status | Expired | | Expired | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | NOW TEACH | | NOW TEACH | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | fe96bbd5-0cc4-4c18-b796-4f75b5e5d44f | | fe96bbd5-0cc4-4c18-b796-4f75b5e5d44f | |  |
| Issued on | 2024-07-30T14:49:32.065737+00:00 | | 2024-07-30T14:49:32.065737+00:00 | |  |
| Date of certification | 2024-07-30T14:49:00+00:00 | | 2024-07-30T14:49:00+00:00 | |  |
| Valid to | 2025-07-30T14:49:00+00:00 | | 2025-07-30T14:49:00+00:00 | |  |
| Status | Active | | Active | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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**tshingombe tshitadi fiston inspected BLUE LIGHT PUBLISHING LIMITED Trading as POLICE PASS's Cyber Essentials certificate on Thursday 6th March 2025 - 08:05:08(GMT)**

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | BLUE LIGHT PUBLISHING LIMITED Trading as POLICE PASS | | BLUE LIGHT PUBLISHING LIMITED Trading as POLICE PASS | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | 0ebe3fad-f94b-4f2e-a85f-962d536acca5 | | 0ebe3fad-f94b-4f2e-a85f-962d536acca5 | |  |
| Issued on | 2024-05-29T16:23:41.690928+00:00 | | 2024-05-29T16:23:41.690928+00:00 | |  |
| Date of certification | 2024-05-29T17:23:00+00:00 | | 2024-05-29T17:23:00+00:00 | |  |
| Valid to | 2025-05-29T17:23:00+00:00 | | 2025-05-29T17:23:00+00:00 | |  |
| Status | Active | | Active | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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**tshingombe tshitadi fiston inspected SAFETY SHIELD GLOBAL LIMITED's Cyber Essentials certificate on Thursday 6th March 2025 - 08:49:36(GMT)**

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | SAFETY SHIELD GLOBAL LIMITED | | SAFETY SHIELD GLOBAL LIMITED | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | 3e312a03-d76f-4194-b49d-6ebcef43434c | | 3e312a03-d76f-4194-b49d-6ebcef43434c | |  |
| Issued on | 2023-11-01T09:42:20.887845+00:00 | | 2023-11-01T09:42:20.887845+00:00 | |  |
| Date of certification | 2023-11-01T09:42:00+00:00 | | 2023-11-01T09:42:00+00:00 | |  |
| Valid to | 2024-11-01T09:42:00+00:00 | | 2024-11-01T09:42:00+00:00 | |  |
| Status | Expired | | Expired | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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**tshingombe tshitadi fiston inspected Spillard Safety Systems Limited's Cyber Essentials Plus certificate on Thursday 6th March 2025 - 08:49:01(GMT)**

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials Plus | Cyber Essentials Plus | |  |
| Issued to | Spillard Safety Systems Limited | | Spillard Safety Systems Limited | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | 98240e15-5f1b-4dd2-8ea0-da63276762b4 | | 98240e15-5f1b-4dd2-8ea0-da63276762b4 | |  |
| Issued on | 2024-01-03T11:54:43.575715+00:00 | | 2024-01-03T11:54:43.575715+00:00 | |  |
| Date of certification | 2024-01-03T11:54:00+00:00 | | 2024-01-03T11:54:00+00:00 | |  |
| Valid to | 2025-01-03T11:54:00+00:00 | | 2025-01-03T11:54:00+00:00 | |  |
| Status | Expired | | Expired | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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**tshingombe tshitadi fiston inspected Business Safety Systems Limited's Cyber Essentials Plus certificate on Thursday 6th March 2025 - 08:47:55(GMT)**

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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials Plus | Cyber Essentials Plus | |  |
| Issued to | Business Safety Systems Limited | | Business Safety Systems Limited | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | 16b1cc59-a0e5-4ab4-977b-e22e556140e2 | | 16b1cc59-a0e5-4ab4-977b-e22e556140e2 | |  |
| Issued on | 2024-08-16T11:11:35.401347+00:00 | | 2024-08-16T11:11:35.401347+00:00 | |  |
| Date of certification | 2024-08-16T11:11:00+00:00 | | 2024-08-16T11:11:00+00:00 | |  |
| Valid to | 2025-08-16T11:11:00+00:00 | | 2025-08-16T11:11:00+00:00 | |  |
| Status | Active | | Active | |  |
| Extra data |  | |  | |  |
| scope | Whole Organisation | | Whole Organisation | |  |

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| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | LIGHTNING FIRE SAFETY SYSTEMS LTD | | LIGHTNING FIRE SAFETY SYSTEMS LTD | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | ca683bd6-86ec-4e29-9fbd-3f3d1398097b | | ca683bd6-86ec-4e29-9fbd-3f3d1398097b | |  |
| Issued on | 2024-11-28T07:52:49.189801+00:00 | | 2024-11-28T07:52:49.189801+00:00 | |  |
| Date of certification | 2024-11-28T07:52:00+00:00 | | 2024-11-28T07:52:00+00:00 | |  |
| Valid to | 2025-11-28T07:52:00+00:00 | | 2025-11-28T07:52:00+00:00 | |  |
| Status | Active | | Active | |  |
| Extra data |  | |  | |  |
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|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Field Name | Value when inspected | Current Value | | Same Value |
| Certification scheme | Cyber Essentials | Cyber Essentials | |  |
| Issued to | Securitas Security Services (UK) Limited | | Securitas Security Services (UK) Limited | |  |
| Issued by | The IASME Consortium Ltd | | The IASME Consortium Ltd | |  |
| Certificate ID | ff88f740-06ad-4c0b-8a54-8de97b382a8a | | ff88f740-06ad-4c0b-8a54-8de97b382a8a | |  |
| Issued on | 2024-06-25T21:44:26.046017+00:00 | | 2024-06-25T21:44:26.046017+00:00 | |  |
| Date of certification | 2024-06-25T21:44:00+00:00 | | 2024-06-25T21:44:00+00:00 | |  |
| Valid to | 2025-06-25T21:44:00+00:00 | | 2025-06-25T21:44:00+00:00 | |  |
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| Scheme | Current status | | Status when inspected | | Issued by | | Issued to | Valid from | | Expires | | Inspected on | ID |  |
| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | | Active | | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | | THE SECURITY INSTITUTE | 12/9/2024, 1:28 PM | | 12/9/2025, 1:28 PM | | 3/6/2025, 10:59 AM | f9751c2e-5511-4658-b82a-f79a190d1a8d |  |
| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Expired | Expired | | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | | EFFECTIVE SECURITY SERVICES LIMITED T/A PROFESSIONAL SECURITY | | | 1/30/2024, 12:31 PM | | 1/30/2025, 12:31 PM | 3/6/2025, 10:59 AM | f2846e61-8c15-49ba-ae13-6e36c54b1440 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Tier-3 Security Ltd (t/a Huntsman Security) | 7/22/2024, 7:27 PM | 7/22/2025, 7:27 PM | 3/6/2025, 10:58 AM | 193795ce-b169-4ebb-9a0e-6bfe12fbb738 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Securitas Security Services (UK) Limited | 6/26/2024, 12:44 AM | 6/26/2025, 12:44 AM | 3/6/2025, 10:58 AM | ff88f740-06ad-4c0b-8a54-8de97b382a8a |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Securitas Security Services (UK) Limited | 7/9/2024, 11:23 PM | 7/9/2025, 11:23 PM | 3/6/2025, 10:57 AM | d9307d3a-21f3-4127-bd5c-3908f42bebf4 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | DEFENSOR LIFE SAFETY SYSTEMS LIMITED | 5/15/2024, 3:35 PM | 5/15/2025, 3:35 PM | 3/6/2025, 10:50 AM | 032c8f69-6481-4fdc-bb0a-abb5a93cfd26 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Expired | Expired | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | SAFETY SHIELD GLOBAL LIMITED (Safety Shield Systems Global Ltd) |

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|  | 11/1/2023, 11:42 AM | 11/1/2024, 11:42 AM | 3/6/2025, 10:49 AM | 3e312a03-d76f-4194-b49d-6ebcef43434c |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Expired | Expired | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Spillard Safety Systems Limited | 1/3/2024, 1:54 PM | 1/3/2025, 1:54 PM | 3/6/2025, 10:49 AM | 98240e15-5f1b-4dd2-8ea0-da63276762b4 |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Business Safety Systems Limited | 8/16/2024, 2:11 PM | 8/16/2025, 2:11 PM | 3/6/2025, 10:47 AM | 16b1cc59-a0e5-4ab4-977b-e22e556140e2 |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Expired | Expired | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Acclaim Safety Systems Ltd | 3/2/2023, 5:25 PM | 3/2/2024, 5:25 PM | 3/6/2025, 10:47 AM | 4e6d6d2e-ac07-441c-bc2d-db0e5a60c1ef |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | LIGHTNING FIRE SAFETY SYSTEMS LTD | 11/28/2024, 9:52 AM | 11/28/2025, 9:52 AM | 3/6/2025, 10:46 AM | ca683bd6-86ec-4e29-9fbd-3f3d1398097b |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Intelligent Safety Ltd trading as Hawk Safety | 8/9/2024, 1:27 PM | 8/9/2025, 1:27 PM | 3/6/2025, 10:21 AM | 0c13fd90-068e-4785-8b00-652c6dbe0445 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Expired | Expired | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Independent of Police Conduct | 12/9/2022, 3:18 PM | 12/9/2023, 3:18 PM | 3/6/2025, 10:06 AM | 29be4854-f18d-45f4-b5b4-cf3c9613c4b5 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | NOW TEACH | 7/30/2024, 5:49 PM | 7/30/2025, 5:49 PM | 3/6/2025, 10:06 AM | fe96bbd5-0cc4-4c18-b796-4f75b5e5d44f |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | BLUE LIGHT PUBLISHING LIMITED Trading as POLICE PASS | 5/29/2024, 8:23 PM | 5/29/2025, 8:23 PM | 3/6/2025, 10:05 AM | 0ebe3fad-f94b-4f2e-a85f-962d536acca5 |  |

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| [Cyber Essentials](https://registry.blockmarktech.com/templates/9cc61047-f3df-4d11-8dd2-8b8be8944087) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Police Now | 5/13/2024, 6:48 PM | 5/13/2025, 6:48 PM | 3/6/2025, 10:04 AM | 543d3cca-3dd6-4024-b6ce-79ea12b914e3 |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Police Now | 5/29/2024, 12:35 PM | 5/29/2025, 12:35 PM | 3/6/2025, 10:03 AM | d10fa4a6-3e38-4523-8275-d4ab8a242eb1 |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Active | Active | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Metropolitan Police Friendly Society Limited | 12/13/2024, 11:26 AM | 12/13/2025, 11:26 AM | 3/6/2025, 10:01 AM | eb060e07-61bb-4b3e-a317-0770716f5b2a |  |

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| [Cyber Essentials Plus](https://registry.blockmarktech.com/templates/128bc7f8-f6fc-4277-b708-e07c7ca9e768) | Expired | Expired | [The IASME Consortium Ltd](https://registry.blockmarktech.com/organisations/GBLTD07897132) | Police Scotland and Scottish Police Authority | 12/13/2023, 3:10 PM | 12/13/2024, 3:10 PM | 3/6/2025, 9:59 AM | fa7f4f6c-57d1-46ea-ab62-67a2343591bc |  |

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**Applications**

Sorry. This opportunity is expired. It is now too late to complete your application.

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| Title | Status | Action |
| Volunteer Police Cadet Leader | Application Update | [ReviewVolunteer Police Cadet Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042669) |
| Volunteer Police Cadet Leader | Application Update | [ReviewVolunteer Police Cadet Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082211) |
| Vehicle Replacement Programme Manager - Band D - Counter Terrorism Policing HQ | Application Update | [ReviewVehicle Replacement Programme Manager - Band D - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041693) |
| Twickenham DWP Recruitment Event | Registration Update | [ReviewTwickenham DWP Recruitment Event](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080631) |
| TSU Planner (DC) - Technical Intelligence Exploitation and Development team | Application Update | [ReviewTSU Planner (DC) - Technical Intelligence Exploitation and Development team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129381) |
| Travel Services – Band C Service Delivery Manager | Application Update | [ReviewTravel Services – Band C Service Delivery Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041041) |
| Thamesmead Recruitment Event | Registration Update | [ReviewThamesmead Recruitment Event](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960556) |
| Technology Lead - Data & Analysis - Counter Terrorism Policing HQ | Application Update | [ReviewTechnology Lead - Data & Analysis - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129228) |
| Technical Training Manager - Technology CSC - Counter Terrorism Policing HQ | Application Update | [ReviewTechnical Training Manager - Technology CSC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039300) |
| Technical Training Manager - Technology CSC - Counter Terrorism Policing HQ | Application Update | [ReviewTechnical Training Manager - Technology CSC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041042) |
| Technical Support Operative | Application Update | [ReviewTechnical Support Operative](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960531) |
| Tactical Policy Advisor – Robbery and Knife Crime team-DC | Application Update | [ReviewTactical Policy Advisor – Robbery and Knife Crime team-DC](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129393) |
| Supplier Assurance Manager | Application Update | [ReviewSupplier Assurance Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097362) |
| Supplier Assurance Lead | Application Update | [ReviewSupplier Assurance Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097365) |
| Substantive Detective Inspector - DPS Specialist investigations | Application Update | [ReviewSubstantive Detective Inspector - DPS Specialist investigations](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041023) |
| Student Placement - Real Estate Development - Programme Support Officer 2025/2026 | Application Update | [ReviewStudent Placement - Real Estate Development - Programme Support Officer 2025/2026](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118256) |
| Student Placement - Project Support Assistant - Strategy, Performance, and Planning - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Project Support Assistant - Strategy, Performance, and Planning - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080485) |
| Student Placement - Project Support Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Project Support Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080478) |
| Student Placement - Programme Support Officer – Real Estate Development, Property Services Department 2024/2025 | Application Update | [ReviewStudent Placement - Programme Support Officer – Real Estate Development, Property Services Department 2024/2025](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960509) |
| Student Placement - Portfolio Office Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [Review Student Placement - Portfolio Office Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080472) |
| Student Placement - Performance Analyst - MO14 Performance | Application Update | [ReviewStudent Placement - Performance Analyst - MO14 Performance](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118084) |
| Student Placement - Media and Communication Administrator 2025/2026 | Application Update | [ReviewStudent Placement - Media and Communication Administrator 2025/2026](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080502) |
| Student Placement - Junior Service Designer - Technology - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Junior Service Designer - Technology - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080481) |
| Student Placement - Junior Project Manager - Technology - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Junior Project Manager - Technology - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080482) |
| Student Placement - Junior DevOps Engineer - Technology - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Junior DevOps Engineer - Technology - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080480) |
| Student Placement - Forensic Business Assistant 2025/2026 | Application Update | [ReviewStudent Placement - Forensic Business Assistant 2025/2026](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080507) |
| Student Placement - Estate and Asset Management Placement Student – Real Estate Management, Property Services Department 2024/2025 | Application Update | [ReviewStudent Placement - Estate and Asset Management Placement Student – Real Estate Management, Property Services Department 2024/2025](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960515) |
| Student Placement - Construction and Building Engineering Services - Real Estate Development , Property Services Department 2024/2025 | Application Update | [ReviewStudent Placement - Construction and Building Engineering Services - Real Estate Development , Property Services Department 2024/2025](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946278) |
| Student Placement - Construction and Building Engineering 2025/2026 | Application Update | [ReviewStudent Placement - Construction and Building Engineering 2025/2026](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118259) |
| Student Placement - Communications Assistant - 2025/2026 - Communications - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Communications Assistant - 2025/2026 - Communications - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080509) |
| Student Placement - Business Change Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Business Change Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080504) |
| Student Placement - Borders Assistant - Borders Operations Centre - 2025/2026 Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Borders Assistant - Borders Operations Centre - 2025/2026 Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080483) |
| Student Placement - Assurance and Standards Team Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Assurance and Standards Team Assistant - Change - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080488) |
| Student Placement - Associate End User Computing Engineer - Technology - 2025/2026 - Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Associate End User Computing Engineer - Technology - 2025/2026 - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080491) |
| Student Placement - Analysis & Research Assistant - Data & Analysis - 2025/2026- Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Analysis & Research Assistant - Data & Analysis - 2025/2026- Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080479) |
| Student Placement - Accredited Financial Investigator - 2025/2026 | Application Update | [ReviewStudent Placement - Accredited Financial Investigator - 2025/2026](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118125) |
| Student Placement - Project / Research Assistant - Data & Analysis - 2025/2026 -Counter Terrorism Policing HQ | Application Update | [ReviewStudent Placement - Project / Research Assistant - Data & Analysis - 2025/2026 -Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080492) |
| Strategy and Local Communications Manager(FTC for 12month) | Application Update | [ReviewStrategy and Local Communications Manager(FTC for 12month)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097355) |
| Strategy and Local Communications Manager | Application Update | [ReviewStrategy and Local Communications Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097354) |
| Staff Officer to Director of Intelligence & Covert Policing | Application Update | [ReviewStaff Officer to Director of Intelligence & Covert Policing](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041031) |
| Staff Officer to Director General - Detective Inspector - SLT - Counter Terrorism Policing HQ | Application Update | [ReviewStaff Officer to Director General - Detective Inspector - SLT - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129311) |
| Staff Officer to Director General - Band C - SLT - Counter Terrorism Policing HQ | Application Update | [ReviewStaff Officer to Director General - Band C - SLT - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129369) |
| SQL Server Database Administrator - Counter Terrorism Policing HQ | Application Update | [ReviewSQL Server Database Administrator - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080310) |
| SQL Server Database Administrator - Counter Terrorism Policing HQ | Application Update | [ReviewSQL Server Database Administrator - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081919) |
| Specialist Operations Recovery Manager | Application Update | [ReviewSpecialist Operations Recovery Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039279) |
| Specialist Operations Recovery Driver - Perivale Car Pound | Application Update | [ReviewSpecialist Operations Recovery Driver - Perivale Car Pound](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080470) |
| Specialist Crime - North - Homicide Barking - HOLMES Typist | Application Update | [ReviewSpecialist Crime - North - Homicide Barking - HOLMES Typist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129265) |
| SIU - Developing Threats Team - Detective Sergeant | Application Update | [ReviewSIU - Developing Threats Team - Detective Sergeant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129221) |
| Shift Team – CJ Offender Management Services | Application Update | [ReviewShift Team – CJ Offender Management Services](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129209) |
| Service Design and Transition Manager - Band C - Technology - Counter Terrorism Policing HQ | Application Update | [ReviewService Design and Transition Manager - Band C - Technology - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080286) |
| Server Engineer - Technology - CSC - Counter Terrorism Policing HQ | Application Update | [ReviewServer Engineer - Technology - CSC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097374) |
| Senior Server Engineer - Counter Terrorism Policing HQ | Application Update | [ReviewSenior Server Engineer - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039291) |
| Senior Safety Advisor First Aid | Application Update | [ReviewSenior Safety Advisor First Aid](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/945720) |
| Senior Project Manager, Met Business & Operational Support Services | Application Update | [ReviewSenior Project Manager, Met Business & Operational Support Services](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129286) |
| Senior Project Manager - Change - Counter Terrorism Policing HQ | Application Update | [ReviewSenior Project Manager - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080287) |
| Senior Project Manager | Application Update | [ReviewSenior Project Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960542) |
| Senior Project Manager | Application Update | [ReviewSenior Project Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129267) |
| Senior MetLaw Officer | Application Update | [ReviewSenior MetLaw Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080495) |
| Senior Media Officer | Application Update | [ReviewSenior Media Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080271) |
| Senior Manager - Biometrics (Band B) | Application Update | [ReviewSenior Manager - Biometrics (Band B)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129231) |
| Senior HR Policy Lead | Application Update | [ReviewSenior HR Policy Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118102) |
| Senior HR Business Advisor | Application Update | [ReviewSenior HR Business Advisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129213) |
| Senior Development Operations Engineer - Band M - Counter Terrorism Policing HQ | Application Update | [ReviewSenior Development Operations Engineer - Band M - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039288) |
| Senior Design Standards Manager | Application Update | [ReviewSenior Design Standards Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960529) |
| Senior Content, Channels and Engagement Officer | Application Update | [ReviewSenior Content, Channels and Engagement Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080281) |
| Senior Application Operations Engineer -Technology CSC - Counter Terrorism Policing HQ | Application Update | [ReviewSenior Application Operations Engineer -Technology CSC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097373) |
| Senior Administrative Assistant | Application Update | [ReviewSenior Administrative Assistant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960519) |
| Security Assurance Manager | Application Update | [ReviewSecurity Assurance Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946283) |
| Secure: Programme Delivery Senior Manager | Application Update | [ReviewSecure: Programme Delivery Senior Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042676) |
| Safety Camera Prosecutions Team Manager | Application Update | [ReviewSafety Camera Prosecutions Team Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946292) |
| Safety Camera Prosecutions Manager | Application Update | [ReviewSafety Camera Prosecutions Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129397) |
| Safety Camera Processing Clerk | Application Update | [ReviewSafety Camera Processing Clerk](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081953) |
| Safety Academy QUAD Officer | Application Update | [ReviewSafety Academy QUAD Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041025) |
| Royalty and Specialist Protection - RaSP 400 Inspector | Application Update | [ReviewRoyalty and Specialist Protection - RaSP 400 Inspector](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082194) |
| Royalty and Specialist Protection - Finance Administrator | Application Update | [ReviewRoyalty and Specialist Protection - Finance Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041037) |
| Royalty and Specialist Protection - Finance Administrator | Application Update | [ReviewRoyalty and Specialist Protection - Finance Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042671) |
| Review Officer | Application Update | [ReviewReview Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1127875) |
| Resourcing Assistant | Application Update | [ReviewResourcing Assistant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097367) |
| Resource Management Office Manager | Application Update | [ReviewResource Management Office Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081933) |
| Research Officer for Intelligence Development Team (East) - Band E Role | Application Update | [ReviewResearch Officer for Intelligence Development Team (East) - Band E Role](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041028) |
| Referencing & Vetting Insight and Governance Team Member | Application Update | [ReviewReferencing & Vetting Insight and Governance Team Member](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039287) |
| Referencing & Vetting Insight and Governance Team Member | Application Update | [ReviewReferencing & Vetting Insight and Governance Team Member](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041017) |
| Real Time Resourcing Desk Constable | Application Update | [ReviewReal Time Resourcing Desk Constable](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129375) |
| Real Time Resource Desk Sergeant | Application Update | [ReviewReal Time Resource Desk Sergeant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129371) |
| RaSP Armed Deployment Management Unit (ADMU) PC | Application Update | [ReviewRaSP Armed Deployment Management Unit (ADMU) PC](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129388) |
| RAID Manager - Change - Counter Terrorism Policing HQ | Application Update | [ReviewRAID Manager - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118206) |
| Quality System Auditor | Application Update | [ReviewQuality System Auditor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097369) |
| Quality Assurance Operative | Application Update | [ReviewQuality Assurance Operative](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118110) |
| Quality Assurance Lead | Application Update | [ReviewQuality Assurance Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080285) |
| Quality Assurance Lead | Application Update | [ReviewQuality Assurance Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081870) |
| PSO - Threat Assessment & Intelligence Unit - Intelligence Officer – Researcher | Application Update | [ReviewPSO - Threat Assessment & Intelligence Unit - Intelligence Officer – Researcher](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081902) |
| ProtectUK Head of Digital Delivery Unit - NaCTSO - Counter Terrorism Policing HQ. | Application Update | [ReviewProtectUK Head of Digital Delivery Unit - NaCTSO - Counter Terrorism Policing HQ.](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118099) |
| ProtectUK Head of Digital Content & Editorial - NaCTSO - Counter Terrorism Policing HQ | Application Update | [ReviewProtectUK Head of Digital Content & Editorial - NaCTSO - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118119) |
| Project Support Officer | Application Update | [ReviewProject Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039295) |
| Project Manager | Application Update | [ReviewProject Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129269) |
| Project Adder - PC | Application Update | [ReviewProject Adder - PC](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129207) |
| Programme Support Officer | Application Update | [ReviewProgramme Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129268) |
| Programme Manager - Change - Counter Terrorism Policing HQ | Application Update | [ReviewProgramme Manager - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080303) |
| Programme Management Office Administrator | Application Update | [ReviewProgramme Management Office Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080510) |
| Professional Standards Unit (MO12/MO4/CRIB) Band D | Application Update | [ReviewProfessional Standards Unit (MO12/MO4/CRIB) Band D](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081886) |
| Professional Standards - Misconduct Hearings Unit - Case Manager | Application Update | [ReviewProfessional Standards - Misconduct Hearings Unit - Case Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097376) |
| Pound Officer Perivale | Application Update | [ReviewPound Officer Perivale](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080653) |
| Police Sergeant – Proactive Firearms Team | Application Update | [ReviewPolice Sergeant – Proactive Firearms Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129217) |
| Police prosecutor | Application Update | [ReviewPolice prosecutor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080497) |
| Police prosecutor | Application Update | [ReviewPolice prosecutor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084111) |
| Police Liaison Gateway Team | Application Update | [ReviewPolice Liaison Gateway Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041018) |
| Police Constable – Proactive Firearms Team Tasking & Co-ordination | Application Update | [ReviewPolice Constable – Proactive Firearms Team Tasking & Co-ordination](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129220) |
| Police Constable DPS - Professional Standard Unit | Application Update | [ReviewPolice Constable DPS - Professional Standard Unit](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081892) |
| POLICE CONSTABLE - CYBER CRIME PROACTIVE UNIT | Application Update | [ReviewPOLICE CONSTABLE - CYBER CRIME PROACTIVE UNIT](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129416) |
| PMO Lead - Change - Counter Terrorism Policing HQ | Application Update | [ReviewPMO Lead - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041019) |
| Performance and Assurance Team Member | Application Update | [ReviewPerformance and Assurance Team Member](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041044) |
| People & Development Lead, Operational Support Services | Application Update | [ReviewPeople & Development Lead, Operational Support Services](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080654) |
| PC Facial Recognition Technologies Team | Application Update | [ReviewPC Facial Recognition Technologies Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084114) |
| PC - MO6 Public Order Crime Team | Application Update | [ReviewPC - MO6 Public Order Crime Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081920) |
| PC - Covert Human Intelligence Source (CHIS) Handler | Application Update | [ReviewPC - Covert Human Intelligence Source (CHIS) Handler](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041027) |
| PA to DCS Band E | Application Update | [ReviewPA to DCS Band E](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081865) |
| Outreach Support | Talent Bank - Withdrawn | [ReviewOutreach Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080469) |
| Operations Support Officer | Application Update | [ReviewOperations Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097368) |
| Operations Manager | Application Update | [ReviewOperations Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080301) |
| Operations Lead - Superintendent | Application Update | [ReviewOperations Lead - Superintendent](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081887) |
| Operations Inspector | Application Update | [ReviewOperations Inspector](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041020) |
| Op Ford - Force Elected Official Advisor (FEOA) - Constable PaDP | Application Update | [ReviewOp Ford - Force Elected Official Advisor (FEOA) - Constable PaDP](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129293) |
| Online Insight Session | Registration Update | [ReviewOnline Insight Session](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080296) |
| Online Insight Session | Registration Update | [ReviewOnline Insight Session](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960549) |
| Office Manager - Band D - MIR - SO15 | Application Update | [ReviewOffice Manager - Band D - MIR - SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080521) |
| NPPF Step Two May 2024 Legal Exam - (Previously OSPRE) – Inspectors | Application Update | [ReviewNPPF Step Two May 2024 Legal Exam - (Previously OSPRE) – Inspectors](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/965726) |
| NPPF Step Two March 2025 Legal Exam (Previously OSPRE) - Sergeant | Application Update | [ReviewNPPF Step Two March 2025 Legal Exam (Previously OSPRE) - Sergeant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129204) |
| NPoCC Planner - Band E | Application Withdrawn | [ReviewNPoCC Planner - Band E](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957156) |
| New Scotland Yard Insight Session | Registration Update | [ReviewNew Scotland Yard Insight Session](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042674) |
| NCPP - CTSFO National Training Manager - Inspector - Counter Terrorism Policing HQ | Application Update | [ReviewNCPP - CTSFO National Training Manager - Inspector - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129263) |
| National Surveillance Scheduling Team and Capability Support - Detective Inspector - Counter Terrorism Policing HQ | Application Update | [ReviewNational Surveillance Scheduling Team and Capability Support - Detective Inspector - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129382) |
| National Referral Mechanism Coordinator | Application Update | [ReviewNational Referral Mechanism Coordinator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097352) |
| National Police Chiefs’ Council - National Serious & Organised Crime Portfolio (NSOC) Project Manager | Application Update | [ReviewNational Police Chiefs’ Council - National Serious & Organised Crime Portfolio (NSOC) Project Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118089) |
| National Police Chiefs Council - Programme Manager | Application Update | [ReviewNational Police Chiefs Council - Programme Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039298) |
| National Police Chiefs Council - Programme Manager | Application Update | [ReviewNational Police Chiefs Council - Programme Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041040) |
| National Police Chiefs Council - Internal Communications Manager | Application Update | [ReviewNational Police Chiefs Council - Internal Communications Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097359) |
| National Investigators Examination (NIE) - 3rd June 2025 | Application Update | [ReviewNational Investigators Examination (NIE) - 3rd June 2025](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129438) |
| National Firearms Instructor (NFI) | Application Update | [ReviewNational Firearms Instructor (NFI)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129294) |
| National Counter Terrorism Security Office (NaCTSO) – Venues and Public Spaces Unit- Detective Inspector - Counter Terrorism Policing HQ | Application Update | [ReviewNational Counter Terrorism Security Office (NaCTSO) – Venues and Public Spaces Unit- Detective Inspector - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081951) |
| Motorcycle Technician | Application Update | [ReviewMotorcycle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129273) |
| Motor Vehicle Technician | Application Update | [ReviewMotor Vehicle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946276) |
| Motor Vehicle Technician | Application Update | [ReviewMotor Vehicle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080635) |
| Motor Vehicle Technician | Application Update | [ReviewMotor Vehicle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082204) |
| MO7 Taskforce TSG -Police Sergeant | Application Update | [ReviewMO7 Taskforce TSG -Police Sergeant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081998) |
| MO7 Taskforce Mounted Branch Inspector | Application Update | [ReviewMO7 Taskforce Mounted Branch Inspector](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082198) |
| MO3 Technical Surveillance Unit-DC - AV Ops | Application Update | [ReviewMO3 Technical Surveillance Unit-DC - AV Ops](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129379) |
| MO2 Met Intel - ANPR Auditor - Innovation Deployment & Compliance Team | Application Update | [ReviewMO2 Met Intel - ANPR Auditor - Innovation Deployment & Compliance Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081891) |
| MO19 Specialist Firearms Command – Development, Delivery, Equipment & Finance Sergeant | Application Update | [ReviewMO19 Specialist Firearms Command – Development, Delivery, Equipment & Finance Sergeant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081957) |
| MO19 Specialist Firearms Command - Tactical Firearms Commander Inspector (UNARMED) | Application Update | [ReviewMO19 Specialist Firearms Command - Tactical Firearms Commander Inspector (UNARMED)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082010) |
| MO19 Specialist Firearms Command - Tactical Firearms Commander Detective Inspector (UNARMED) | Application Update | [ReviewMO19 Specialist Firearms Command - Tactical Firearms Commander Detective Inspector (UNARMED)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082016) |
| MMU Vehicle Technician | Application Update | [ReviewMMU Vehicle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118115) |
| Misconduct Hearings Unit - Usher | Application Update | [ReviewMisconduct Hearings Unit - Usher](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041032) |
| MetLaw Clerk | Application Update | [ReviewMetLaw Clerk](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960534) |
| MetLaw and Allocations Clerk | Application Update | [ReviewMetLaw and Allocations Clerk](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129264) |
| MetCC Workforce Management Lead | Application Update | [ReviewMetCC Workforce Management Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118096) |
| MetCC Welfare Support Team Supervisor | Application Update | [ReviewMetCC Welfare Support Team Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118211) |
| MetCC Welfare Support Team Member | Application Update | [ReviewMetCC Welfare Support Team Member](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118209) |
| MetCC Centre Facilities Support Staff | Application Update | [ReviewMetCC Centre Facilities Support Staff](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081980) |
| MetCC Centre Facilities Supervisor | Application Update | [ReviewMetCC Centre Facilities Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084115) |
| Met Intel PC ANPR Investigations | Application Update | [ReviewMet Intel PC ANPR Investigations](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081904) |
| Met Intel DS ANPR Investigations | Application Update | [ReviewMet Intel DS ANPR Investigations](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081908) |
| Met Intel 24/7 Intelligence Officer | Application Update | [ReviewMet Intel 24/7 Intelligence Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129384) |
| Met Intel 24/7 - Intelligence Supervisor | Application Update | [ReviewMet Intel 24/7 - Intelligence Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129434) |
| Met Intel 24/7 - Intelligence Manager - Duty Officer | Application Update | [ReviewMet Intel 24/7 - Intelligence Manager - Duty Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129435) |
| Met Business Services - Talent Acquisition Manager | Application Update | [ReviewMet Business Services - Talent Acquisition Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118092) |
| Met Business Services - Talent Acquisition Lead | Application Update | [ReviewMet Business Services - Talent Acquisition Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118090) |
| Media Officer | Application Update | [ReviewMedia Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080273) |
| MBS Reporting Senior Analyst | Application Update | [ReviewMBS Reporting Senior Analyst](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081970) |
| LMS Administrator | Application Update | [ReviewLMS Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080473) |
| Licensing and Accreditation Training Development Officer - VAP's (NaCTSO) - Counter Terrorism Policing HQ | Application Update | [ReviewLicensing and Accreditation Training Development Officer - VAP's (NaCTSO) - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118121) |
| Licensing Admin Support Officer | Application Update | [ReviewLicensing Admin Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081883) |
| Leadership Facilitator | Application Withdrawn | [ReviewLeadership Facilitator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957151) |
| Leadership Academy Trainer/Facilitator | Application Update | [ReviewLeadership Academy Trainer/Facilitator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129238) |
| Leadership Academy Administration/Team Support | Application Update | [ReviewLeadership Academy Administration/Team Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129236) |
| Leadership Academy Administration/Team Supervisor | Application Update | [ReviewLeadership Academy Administration/Team Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129234) |
| Lead Software Developer - Counter Terrorism Policing HQ | Application Update | [ReviewLead Software Developer - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039281) |
| Lead Dev Ops Engineer (Cloud Platform) - Technology CSC - Police Staff - Counter Terrorism Policing HQ | Application Update | [ReviewLead Dev Ops Engineer (Cloud Platform) - Technology CSC - Police Staff - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080306) |
| Lead Data Analyst in the Strategic Insight Unit | Application Update | [ReviewLead Data Analyst in the Strategic Insight Unit](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080290) |
| Junior Software Developer - Counter Terrorism Policing HQ | Application Update | [ReviewJunior Software Developer - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039292) |
| Junior Data Engineer | Application Update | [ReviewJunior Data Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080297) |
| Interest in being promoted to a Sergeant? Register your interest here and we will notify you when the promotion process launches. | Talent Bank - Withdrawn | [ReviewInterest in being promoted to a Sergeant? Register your interest here and we will notify you when the promotion process launches.](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041176) |
| Interest in being promoted to a Chief Superintendent? Register your interest here and we will notify you when the promotion process launches. | Talent Bank - Withdrawn | [ReviewInterest in being promoted to a Chief Superintendent? Register your interest here and we will notify you when the promotion process launches.](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/938208) |
| Intelligence Officer - Public Order Public Safety Intelligence - MO2 | Application Update | [ReviewIntelligence Officer - Public Order Public Safety Intelligence - MO2](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129306) |
| Intelligence Officer - PC - Intelligence - Counter Terrorism Policing HQ | Application Update | [ReviewIntelligence Officer - PC - Intelligence - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129432) |
| Intelligence Officer - DC - Intelligence - Counter Terrorism Policing HQ | Application Update | [ReviewIntelligence Officer - DC - Intelligence - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129433) |
| Intelligence Officer - Bomb Data Centre - FMT - SO15 | Application Update | [ReviewIntelligence Officer - Bomb Data Centre - FMT - SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081912) |
| Intelligence Manager – Public Order & Public Safety Intelligence - Inspector – MO2 | Application Update | [ReviewIntelligence Manager – Public Order & Public Safety Intelligence - Inspector – MO2](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081860) |
| Intelligence Manager - Public Order & Public Safety Intelligence - Detective Inspector - MO2 | Application Update | [ReviewIntelligence Manager - Public Order & Public Safety Intelligence - Detective Inspector - MO2](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081861) |
| Inspector to Chief Inspector Promotion Process 2024 | Application Update | [ReviewInspector to Chief Inspector Promotion Process 2024](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041022) |
| Inspector - NPoCC SIB | Application Update | [ReviewInspector - NPoCC SIB](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129409) |
| Insight, Data and Evaluation Senior Manager | Application Update | [ReviewInsight, Data and Evaluation Senior Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960521) |
| Infrastructure Engineer | Application Update | [ReviewInfrastructure Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080305) |
| IDD - Junior Business Design Analyst | Application Update | [ReviewIDD - Junior Business Design Analyst](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946290) |
| Hub Coordination Team Manager - Band D - Prisons - Counter Terrorism Policing HQ | Application Update | [ReviewHub Coordination Team Manager - Band D - Prisons - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129402) |
| HR Performance and Reporting Manager | Application Update | [ReviewHR Performance and Reporting Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097361) |
| HR Performance and Reporting Lead | Application Update | [ReviewHR Performance and Reporting Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080474) |
| HR People Performance Improvement Team – Senior Lead | Application Update | [ReviewHR People Performance Improvement Team – Senior Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118212) |
| HR People Performance Improvement Team – Senior Lead | Application Update | [ReviewHR People Performance Improvement Team – Senior Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129229) |
| HR Change Support Officer | Application Update | [ReviewHR Change Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097360) |
| HR Administrator - Counter Terrorism Policing HQ | Application Update | [ReviewHR Administrator - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039296) |
| HOLMES Typist | Application Update | [ReviewHOLMES Typist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080293) |
| Higher Performance Analyst - Strategy, Planning & Performance - Counter Terrorism Policing HQ | Application Update | [ReviewHigher Performance Analyst - Strategy, Planning & Performance - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118124) |
| Higher Computer Aided Surveyor / 3D Specialist | Application Update | [ReviewHigher Computer Aided Surveyor / 3D Specialist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082001) |
| Health & Safety/Estates Manager - Band D - Counter Terrorism Policing HQ | Application Update | [ReviewHealth & Safety/Estates Manager - Band D - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081956) |
| Head of Visits and Events | Application Update | [ReviewHead of Visits and Events](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042683) |
| Head of Visits and Events | Application Update | [ReviewHead of Visits and Events](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080264) |
| Head of Security Architecture | Application Update | [ReviewHead of Security Architecture](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/945727) |
| Head of Portfolio Office (Met Business & Operational Support Services) | Application Update | [ReviewHead of Portfolio Office (Met Business & Operational Support Services)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118123) |
| Head of Portfolio Office (Met Business & Operational Support Services) | Application Update | [ReviewHead of Portfolio Office (Met Business & Operational Support Services)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129216) |
| Head of Data Literacy and Culture | Application Update | [ReviewHead of Data Literacy and Culture](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080283) |
| Head of Data Engineering | Application Update | [ReviewHead of Data Engineering](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946287) |
| Grievance Assessor | Application Update | [ReviewGrievance Assessor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039290) |
| Forensic Scientist | Application Update | [ReviewForensic Scientist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084117) |
| Forensic Management Team - Ops Support - Detective Sergeant - Counter Terrorism Policing SO15 | Application Update | [ReviewForensic Management Team - Ops Support - Detective Sergeant - Counter Terrorism Policing SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129230) |
| Forensic Examiner – Forensic Firearms Unit (FFU) | Application Update | [ReviewForensic Examiner – Forensic Firearms Unit (FFU)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039294) |
| Forensic Collision Investigator – Trainee | Application Update | [ReviewForensic Collision Investigator – Trainee](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946273) |
| Fleet Contract Lifecycle Support | Application Withdrawn | [ReviewFleet Contract Lifecycle Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957152) |
| Fleet Administrator | Application Update | [ReviewFleet Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080633) |
| Fingerprint Team Leader | Application Update | [ReviewFingerprint Team Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129414) |
| Financial Investigator | Application Update | [ReviewFinancial Investigator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084123) |
| Finance Business Partner - Band M | Application Update | [ReviewFinance Business Partner - Band M](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118207) |
| Facial Identification Intelligence Researcher | Application Update | [ReviewFacial Identification Intelligence Researcher](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118087) |
| Facial Identification Intelligence Research Supervisor | Application Update | [ReviewFacial Identification Intelligence Research Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118088) |
| Experienced Intelligence Analyst | Application Update | [ReviewExperienced Intelligence Analyst](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080500) |
| Equip for Service (EFS) Coordinator | Application Update | [ReviewEquip for Service (EFS) Coordinator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960546) |
| Equality Impact Assessment Manager | Application Update | [ReviewEquality Impact Assessment Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097371) |
| Enquiry Officer | Application Update | [ReviewEnquiry Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080519) |
| Electronics Senior Technologist | Application Update | [ReviewElectronics Senior Technologist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129225) |
| Electronics Development Manager | Application Update | [ReviewElectronics Development Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946281) |
| Electronics Development Manager | Application Update | [ReviewElectronics Development Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129226) |
| Electronics Development Engineer | Application Update | [ReviewElectronics Development Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/945723) |
| Electronics Development Engineer | Application Update | [ReviewElectronics Development Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/959904) |
| Electronics Development Engineer | Application Update | [ReviewElectronics Development Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080262) |
| Electronics Development Engineer | Application Update | [ReviewElectronics Development Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081874) |
| Edmonton Insight Session | Registration Update | [ReviewEdmonton Insight Session](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042675) |
| DS - Public Order Crime Team | Application Update | [ReviewDS - Public Order Crime Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081927) |
| Driver Assistance Centre Team Leader | Application Update | [ReviewDriver Assistance Centre Team Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081924) |
| DPS Intelligence Bureau - Integrity Screening Unit -Detective Constable (Substantive) | Application Update | [ReviewDPS Intelligence Bureau - Integrity Screening Unit -Detective Constable (Substantive)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129285) |
| DPS Digital Exploitation Team: Digital Intelligence Analyst - Anti-Corruption and Abuse Command | Application Update | [ReviewDPS Digital Exploitation Team: Digital Intelligence Analyst - Anti-Corruption and Abuse Command](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097375) |
| DNA Services Consultant - BIOMETRICS UNIT (Band L) | Application Update | [ReviewDNA Services Consultant - BIOMETRICS UNIT (Band L)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129233) |
| Distribution Driver | Application Update | [ReviewDistribution Driver](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129224) |
| Disruptions & APMIS Lead | Application Update | [ReviewDisruptions & APMIS Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129283) |
| Disclosure Support (deputy to Disclosure Manager, Economic Crime) | Application Update | [ReviewDisclosure Support (deputy to Disclosure Manager, Economic Crime)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129422) |
| Digital Strategy Advisor - Digital Forensics | Application Update | [ReviewDigital Strategy Advisor - Digital Forensics](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041033) |
| Digital Strategy Advisor - Digital Forensics | Application Update | [ReviewDigital Strategy Advisor - Digital Forensics](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042678) |
| Digital Project Officer - NDES Service 3 - SO15 | Application Update | [ReviewDigital Project Officer - NDES Service 3 - SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081937) |
| Digital Operations - Digital Investigator (DMI) - PC | Application Update | [ReviewDigital Operations - Digital Investigator (DMI) - PC](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129418) |
| Digital Forensic Technician | Application Update | [ReviewDigital Forensic Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960523) |
| Digital Forensic Manager | Application Update | [ReviewDigital Forensic Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082202) |
| Digital Engagement Officer | Application Update | [ReviewDigital Engagement Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081914) |
| Development Technician - Software Developer | Application Update | [ReviewDevelopment Technician - Software Developer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957145) |
| Development Technician - Software Developer | Application Update | [ReviewDevelopment Technician - Software Developer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118208) |
| Development Operations Engineer - Band N - Counter Terrorism Policing HQ | Application Update | [ReviewDevelopment Operations Engineer - Band N - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039272) |
| Development Engineer - Software Developer | Application Update | [ReviewDevelopment Engineer - Software Developer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957144) |
| Development Engineer | Application Update | [ReviewDevelopment Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/945724) |
| Development Engineer | Application Update | [ReviewDevelopment Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957146) |
| Developing Threats Team – PC | Application Update | [ReviewDeveloping Threats Team – PC](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081882) |
| Dev Ops Engineer (Cloud Platform) - Technology CSC - Police Staff - Counter Terrorism Policing HQ | Application Update | [ReviewDev Ops Engineer (Cloud Platform) - Technology CSC - Police Staff - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081975) |
| Detective Sergeant London Region Protected Persons Unit (LRPPU) | Application Update | [ReviewDetective Sergeant London Region Protected Persons Unit (LRPPU)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041021) |
| Detective Sergeant Economic Crime - Fraud investigation teams | Application Update | [ReviewDetective Sergeant Economic Crime - Fraud investigation teams](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129401) |
| Detective Sergeant - Image Retrieval Unit | Application Update | [ReviewDetective Sergeant - Image Retrieval Unit](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129291) |
| Detective Sergeant - Frontline Policing Delivery Unit - Detective Pathways | Application Update | [ReviewDetective Sergeant - Frontline Policing Delivery Unit - Detective Pathways](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129431) |
| Detective Sergeant - Complex Investigation Team (CIT) | Application Update | [ReviewDetective Sergeant - Complex Investigation Team (CIT)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081946) |
| Detective Inspector-Homicide Team | Application Update | [ReviewDetective Inspector-Homicide Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129399) |
| Detective Inspector – Trident Reactive : Specialist Crime (West Hub) | Application Update | [ReviewDetective Inspector – Trident Reactive : Specialist Crime (West Hub)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129309) |
| Detective Inspector - Trident Reactive South | Application Update | [ReviewDetective Inspector - Trident Reactive South](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129276) |
| Detective Inspector - Specialist Investigation Unit - DPS | Application Withdrawn | [ReviewDetective Inspector - Specialist Investigation Unit - DPS](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957147) |
| Detective Inspector - Inquiry & Review Support Command (IRSC) | Application Update | [ReviewDetective Inspector - Inquiry & Review Support Command (IRSC)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041026) |
| Detective Inspector - Homicide Teams at Barking | Application Update | [ReviewDetective Inspector - Homicide Teams at Barking](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129296) |
| Detective Constable - DASO - Professional Standards | Application Update | [ReviewDetective Constable - DASO - Professional Standards](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081867) |
| Designated Detention Officer | Application Update | [ReviewDesignated Detention Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946293) |
| Deputy National Coordinator, Protect & Prepare - Supt - Counter Terrorism Policing HQ | Application Update | [ReviewDeputy National Coordinator, Protect & Prepare - Supt - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/964074) |
| DDaT Operations Manager | Application Update | [ReviewDDaT Operations Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118104) |
| DC - Public Order Crime Team | Application Update | [ReviewDC - Public Order Crime Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129377) |
| Data Quality Management Lead | Application Update | [ReviewData Quality Management Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039280) |
| Data Management Officer Indexer - Band E - NDMC - Counter Terrorism Policing HQ | Application Update | [ReviewData Management Officer Indexer - Band E - NDMC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042682) |
| Cyber Unit - DI Protect, Prepare and Prevent | Application Update | [ReviewCyber Unit - DI Protect, Prepare and Prevent](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041016) |
| Custody Healthcare Practitioner Open Day Event - Hammersmith Police Station - Thursday 27th June 2024 13:00PM | Registration Update | [ReviewCustody Healthcare Practitioner Open Day Event - Hammersmith Police Station - Thursday 27th June 2024 13:00PM](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039286) |
| Custody Healthcare Practitioner Open Day Event - Charing Cross Police Station - Thursday 24th October 2024 13:00PM | Registration Update | [ReviewCustody Healthcare Practitioner Open Day Event - Charing Cross Police Station - Thursday 24th October 2024 13:00PM](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080269) |
| Custody Healthcare Practitioner (Registered Nurse / Registered Paramedic) | Application Update | [ReviewCustody Healthcare Practitioner (Registered Nurse / Registered Paramedic)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080652) |
| CTSFO Tactical Advisor | Application Update | [ReviewCTSFO Tactical Advisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080299) |
| CSC - Offender Management - International Assistance Unit (IAU) Detective Constable | Application Update | [ReviewCSC - Offender Management - International Assistance Unit (IAU) Detective Constable](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041035) |
| CSC - Offender Management - Central Orders Team Police Constable | Application Update | [ReviewCSC - Offender Management - Central Orders Team Police Constable](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081898) |
| Crime Academy DC - Interview Team | Application Update | [ReviewCrime Academy DC - Interview Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041024) |
| Covert Admin (COVAD) Deputy Manager | Application Update | [ReviewCovert Admin (COVAD) Deputy Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081917) |
| Counter Weapons Threat Team Officer - PC - Counter Terrorism Policing HQ | Application Update | [ReviewCounter Weapons Threat Team Officer - PC - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082006) |
| Counter Terrorism Security Advisor (CTSA) | Application Update | [ReviewCounter Terrorism Security Advisor (CTSA)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960540) |
| Counter Terrorism Security Advisor (CTSA) | Application Update | [ReviewCounter Terrorism Security Advisor (CTSA)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129420) |
| Counter Terrorism Police Liaison Officer - DSU - IOPS - Counter Terrorism Policing SO15 | Application Withdrawn | [ReviewCounter Terrorism Police Liaison Officer - DSU - IOPS - Counter Terrorism Policing SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/957150) |
| Correspondence Manager | Application Update | [ReviewCorrespondence Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042686) |
| Coroner's Officer Manager | Application Update | [ReviewCoroner's Officer Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129407) |
| Contract Lifecycle Support | Application Update | [ReviewContract Lifecycle Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118093) |
| CONNECT Support Team- User Support Specialist | Application Update | [ReviewCONNECT Support Team- User Support Specialist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042670) |
| Compliance & Assurance Officer - Counter Terrorism Policing HQ | Application Update | [ReviewCompliance & Assurance Officer - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097358) |
| Complex Investigation Team (CIT) Police Constable SOIT | Application Update | [ReviewComplex Investigation Team (CIT) Police Constable SOIT](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129289) |
| Complex Investigation Team (CIT) Disclosure Support Officer | Application Update | [ReviewComplex Investigation Team (CIT) Disclosure Support Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118085) |
| Complex Investigation Team (CIT) Detective Inspector | Application Update | [ReviewComplex Investigation Team (CIT) Detective Inspector](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129214) |
| Complex Investigation Team (CIT) Detective Constable | Application Update | [ReviewComplex Investigation Team (CIT) Detective Constable](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129215) |
| Complaint Resolution Unit (CRU) - Complaint handler | Application Update | [ReviewComplaint Resolution Unit (CRU) - Complaint handler](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081873) |
| Complaint Handler | Application Update | [ReviewComplaint Handler](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081963) |
| Communications Manager – Marketing, Campaigns and Internal Communications | Application Update | [ReviewCommunications Manager – Marketing, Campaigns and Internal Communications](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1097357) |
| Communications Lead – Chief Media Officer | Application Update | [ReviewCommunications Lead – Chief Media Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080276) |
| Communication Planning Manager | Application Update | [ReviewCommunication Planning Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080279) |
| Commercial Lead Solution Delivery | Application Update | [ReviewCommercial Lead Solution Delivery](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118205) |
| Commercial Consultant- Assurance and Risk | Application Update | [ReviewCommercial Consultant- Assurance and Risk](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118106) |
| Commercial Consultant | Application Update | [ReviewCommercial Consultant](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129212) |
| Commercial Apprentice | Application Update | [ReviewCommercial Apprentice](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960537) |
| CJOMS Shift Team Manager | Application Update | [ReviewCJOMS Shift Team Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129279) |
| Character Enquiry Centre Team Leader | Application Update | [ReviewCharacter Enquiry Centre Team Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081994) |
| Centralised Administration Team Member | Application Update | [ReviewCentralised Administration Team Member](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129389) |
| Centralised Admin - Typing Services | Application Update | [ReviewCentralised Admin - Typing Services](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041043) |
| CCTV Investigations Assessment/Review - Band D - NDES S3 - SO15 | Application Update | [ReviewCCTV Investigations Assessment/Review - Band D - NDES S3 - SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1044906) |
| Casualty Bureau (CB) Co-ordinator | Application Update | [ReviewCasualty Bureau (CB) Co-ordinator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084113) |
| Case Management Administrator | Application Update | [ReviewCase Management Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946289) |
| Capital Manager | Application Update | [ReviewCapital Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1118117) |
| Business Change Supervisor | Application Update | [ReviewBusiness Change Supervisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041039) |
| Business Change Specialist | Application Update | [ReviewBusiness Change Specialist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129270) |
| Business Change Manager - Change - Counter Terrorism Policing HQ | Application Update | [ReviewBusiness Change Manager - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080291) |
| Business Change Lead - Change - Counter Terrorism Policing HQ | Application Update | [ReviewBusiness Change Lead - Change - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039284) |
| Business Change Communications Specialist | Application Update | [ReviewBusiness Change Communications Specialist](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129272) |
| Business Assurance Junior Manager | Application Update | [ReviewBusiness Assurance Junior Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080298) |
| Business and Policy Support Officer - Data & Analysis - Counter Terrorism Policing HQ | Application Update | [ReviewBusiness and Policy Support Officer - Data & Analysis - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080489) |
| Business Analyst – Strategy, Planning and Performance (SPP) Counter Terrorism Policing HQ | Application Update | [ReviewBusiness Analyst – Strategy, Planning and Performance (SPP) Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081991) |
| Building Manager | Application Update | [ReviewBuilding Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/964071) |
| Biometric Intelligence Case Officer - Band D - NDES S6 - SO15 | Application Update | [ReviewBiometric Intelligence Case Officer - Band D - NDES S6 - SO15](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/958907) |
| Beckton Recruitment Event | Registration Update | [ReviewBeckton Recruitment Event](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1039276) |
| BCU Learning and Development Lead | Application Update | [ReviewBCU Learning and Development Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1081987) |
| BCU Learning and Development Co-ordinator | Application Update | [ReviewBCU Learning and Development Co-ordinator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129281) |
| Band E Specialist Crime CPS Liaison Team / Met Police Room Central Criminal Court | Application Update | [ReviewBand E Specialist Crime CPS Liaison Team / Met Police Room Central Criminal Court](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129304) |
| Audit and Risk Manager - Strategic Planning & Risk | Application Update | [ReviewAudit and Risk Manager - Strategic Planning & Risk](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042677) |
| Apprentice Vehicle Mechanical Electrical Trim (M.E.T.) Technician | Application Update | [ReviewApprentice Vehicle Mechanical Electrical Trim (M.E.T.) Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042673) |
| Apprentice Motorcycle Technician | Application Update | [Review Apprentice Motorcycle Technician](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041034) |
| Anti-Corruption and Abuse (ACAC) Intelligence Bureau. | Application Update | [ReviewAnti-Corruption and Abuse (ACAC) Intelligence Bureau.](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041029) |
| Administrative Officer – MO2 - HQ Operations | Application Update | [ReviewAdministrative Officer – MO2 - HQ Operations](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1129223) |
| 202402 - MPS Return Scheme Retired Officers | Application Update | [Review202402 - MPS Return Scheme Retired Officers](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080515) |
| 202402 - MPS Return Scheme Approaching Retirement | Application Update | [Review202402 - MPS Return Scheme Approaching Retirement](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082201) |
| 2024-07 Police Constable Degree Apprenticeship (PCDA) | Application Update | [Review2024-07 Police Constable Degree Apprenticeship (PCDA)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080643) |
| 2024-07 Police Constable Degree Apprenticeship (PCDA) | Application Update | [Review2024-07 Police Constable Degree Apprenticeship (PCDA)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082208) |
| 202307 Transferring Officers - Specialist Team | Application Update | [Review202307 Transferring Officers - Specialist Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960558) |
| 202307 Transferring Officers - Neighbourhood Team | Application Update | [Review202307 Transferring Officers - Neighbourhood Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/960565) |
| 202305 - Police Community Support Officer (PCSO) | Application Update | [Review202305 - Police Community Support Officer (PCSO)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1041694) |
| 202305 - Police Community Support Officer (PCSO) | Application Update | [Review202305 - Police Community Support Officer (PCSO)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1082215) |
| 202207 - Detective Constable Pathway | Application Update | [Review202207 - Detective Constable Pathway](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/946271) |
| 202203 Rejoiner Officers | Application Update | [Review202203 Rejoiner Officers](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080639) |
| 07-2024 Special Constable (Volunteer Police Constable) | Application Update | [Review07-2024 Special Constable (Volunteer Police Constable)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1080646) |
| 07-2024 Special Constable (Volunteer Police Constable) | Application Update | [Review07-2024 Special Constable (Volunteer Police Constable)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1084118) |
| 042024 - DCEP (Detective Constable Entry Programme) | Application Update | [Review042024 - DCEP (Detective Constable Entry Programme)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/application/1042667) |

[View cookie policy](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/cookie_policy)

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## NIE June Exam – Not Fully Registered

Inbox



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| --- | --- | --- | --- |
| |  | | --- | | metpromotions@police.soprasteria.co.uk | | | Feb 7, 2025, 6:30 PM |
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| |  |  | | --- | --- | | |  | | --- | | to me  C:\Users\LIBRAR~2\AppData\Local\Temp\ksohtml28996\wps88.png | |   Dear tshingombe  Our records indicate that you have started an expression of interest to sit the NIE Exam in June but you did not fully submit it, if you are still wanting to take the exam please log back into your Oleeo portal and fully submit your expression of interest.  This has to be fully submitted by Monday 17th February 2025 23:55hrs.  Many thanks, Recruitment Team SSCL - delivering services in partnership with the Metropolitan Police Service |

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| [HOLMES Incident Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18698-HOLMES-Incident-Manager/en-GB) | 6 Mar 2025 23:55 GMT |
| [CATO Administrative Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18753-CATO-Administrative-Officer/en-GB) | 7 Mar 2025 23:55 GMT |
| [National Police Chiefs’ Council - Strategic Planning & Performance Analyst](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18893-National-Police-Chiefs-Council-Strategic-Planning-Performance-Analyst/en-GB) | 9 Mar 2025 23:55 GMT |
| [Senior Information Assurance Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18856-Senior-Information-Assurance-Manager/en-GB) | 10 Mar 2025 23:55 GMT |
| [MBS Product Lead - User Experience](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18858-MBS-Product-Lead-User-Experience/en-GB) | 10 Mar 2025 23:55 GMT |
| [HR Change Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18763-HR-Change-Manager/en-GB) | 10 Mar 2025 23:55 GMT |
| [HR Change Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18762-HR-Change-Lead/en-GB) | 10 Mar 2025 23:55 GMT |
| [Head of Treasury and Financial control](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18855-Head-of-Treasury-and-Financial-control/en-GB) | 11 Mar 2025 23:55 GMT |
| [Data Protection Lead](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18860-Data-Protection-Lead/en-GB) | 11 Mar 2025 23:55 GMT |
| [HR Business Partner (Band S)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18678-HR-Business-Partner-Band-S/en-GB) | 12 Mar 2025 23:55 GMT |
| [RPA Developer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18885-RPA-Developer/en-GB) | 13 Mar 2025 23:55 GMT |
| [Database Administrator](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18886-Database-Administrator/en-GB) | 13 Mar 2025 23:55 GMT |
| [Parts Technical Advisor](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18350-Parts-Technical-Advisor/en-GB) | 14 Mar 2025 23:55 GMT |
| [Geospatial Data Engineer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18383-Geospatial-Data-Engineer/en-GB) | 14 Mar 2025 23:55 GMT |
| [Business Assurance and Organisation Learning Supervisor - Interventions - CTPHQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18819-Business-Assurance-and-Organisation-Learning-Supervisor-Interventions-CTPHQ/en-GB) | 14 Mar 2025 23:55 GMT |
| [Victim Identification Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18813-Victim-Identification-Support/en-GB) | 14 Mar 2025 23:55 GMT |
| [Domain Lead - Band C - Data & Analysis - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18557-Domain-Lead-Band-C-Data-Analysis-Counter-Terrorism-Policing-HQ/en-GB) | 17 Mar 2025 23:55 GMT |
| [Information Governance Officer - Band D - Compliance & Assurance - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18908-Information-Governance-Officer-Band-D-Compliance-Assurance-Counter-Terrorism-Policing-HQ/en-GB) | 19 Mar 2025 23:55 GMT |
| [Service Delivery Manager - Vehicle Enforcement Team](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18837-Service-Delivery-Manager-Vehicle-Enforcement-Team/en-GB) | 20 Mar 2025 23:55 GMT |
| [Head of Learning Catalogue](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18883-Head-of-Learning-Catalogue/en-GB) | 21 Mar 2025 23:55 GMT |
| [Commercial Manager - Property and FM](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18875-Commercial-Manager-Property-and-FM/en-GB) | 21 Mar 2025 23:55 GMT |
| [Business Delivery Programme Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18869-Business-Delivery-Programme-Manager/en-GB) | 23 Mar 2025 23:55 GMT |
| [Private Secretary to Assistant Commissioner - Frontline Policing Private Office](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18868-Private-Secretary-to-Assistant-Commissioner-Frontline-Policing-Private-Office/en-GB) | 23 Mar 2025 23:55 GMT |
| [Complex Investigation Team (CIT) Disclosure Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18506-Complex-Investigation-Team-CIT-Disclosure-Officer/en-GB) | 23 Mar 2025 23:55 GMT |
| [Team Leader Onsite Services (North Area)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18890-Team-Leader-Onsite-Services-North-Area/en-GB) | 24 Mar 2025 23:55 GMT |
| [Portfolio Support](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18880-Portfolio-Support/en-GB) | 24 Mar 2025 23:55 GMT |
| [Team Leader Onsite Services (Central West)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18891-Team-Leader-Onsite-Services-Central-West/en-GB) | 24 Mar 2025 23:55 GMT |
| [Team Leader Onsite Services (South East)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18911-Team-Leader-Onsite-Services-South-East/en-GB) | 24 Mar 2025 23:55 GMT |
| [Team Leader Onsite Services (North East)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18892-Team-Leader-Onsite-Services-North-East/en-GB) | 24 Mar 2025 23:55 GMT |
| [Senior Press Officer (Band C)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18818-Senior-Press-Officer-Band-C/en-GB) | 24 Mar 2025 23:55 GMT |
| [Senior Content, Channels and Engagement Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18653-Senior-Content-Channels-and-Engagement-Officer/en-GB) | 24 Mar 2025 23:55 GMT |
| [Graphic Designer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18638-Graphic-Designer/en-GB) | 24 Mar 2025 23:55 GMT |
| [Content, Channels and Engagement Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18654-Content-Channels-and-Engagement-Officer/en-GB) | 24 Mar 2025 23:55 GMT |
| [National Surveillance Capability Team Policy & Assurance Manager - Band C - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18771-National-Surveillance-Capability-Team-Policy-Assurance-Manager-Band-C-Counter-Terrorism-Policing-HQ/en-GB) | 24 Mar 2025 23:55 GMT |
| [Press Officer](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18895-Press-Officer/en-GB) | 24 Mar 2025 23:55 GMT |
| [Enabling Services: Team Member (North Area East Cluster)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18851-Enabling-Services-Team-Member-North-Area-East-Cluster/en-GB) | 25 Mar 2025 23:55 GMT |
| [Enabling Services: Team Member (Central Cluster Area)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18847-Enabling-Services-Team-Member-Central-Cluster-Area/en-GB) | 25 Mar 2025 23:55 GMT |
| [Enabling Services: Team Member (South East-West Cluster)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18850-Enabling-Services-Team-Member-South-East-West-Cluster/en-GB) | 25 Mar 2025 23:55 GMT |
| [Health & Safety Advisor (Training)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18764-Health-Safety-Advisor-Training/en-GB) | 26 Mar 2025 23:55 GMT |
| [Transformation Directorate Business Manager](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18876-Transformation-Directorate-Business-Manager/en-GB) | 27 Mar 2025 23:55 GMT |
| [CT Borders - Border Operation Centre (CTBOC) - Technical Lead - Band D - Counter Terrorism policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18777-CT-Borders-Border-Operation-Centre-CTBOC-Technical-Lead-Band-D-Counter-Terrorism-policing-HQ/en-GB) | 28 Mar 2025 23:55 GMT |
| [Head of Innovation - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18798-Head-of-Innovation-Counter-Terrorism-Policing-HQ/en-GB) | 28 Mar 2025 23:55 GMT |
| [Commercial Manager - Property and FM](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18874-Commercial-Manager-Property-and-FM/en-GB) | 31 Mar 2025 23:55 BST |
| [07-2024 Special Constable (Volunteer Police Constable)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/17722-07-2024-Special-Constable-Volunteer-Police-Constable/en-GB) | 31 Mar 2025 23:55 BST |
| [2024-07 Police Constable Degree Apprenticeship (PCDA)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/17723-2024-07-Police-Constable-Degree-Apprenticeship-PCDA/en-GB) | 31 Mar 2025 23:55 BST |
| [202305 - Police Community Support Officer (PCSO)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/14783-202305-Police-Community-Support-Officer-PCSO/en-GB) | 31 Mar 2025 23:55 BST |
| [Governance Manager - Strategy, Performance, and Planning - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18887-Governance-Manager-Strategy-Performance-and-Planning-Counter-Terrorism-Policing-HQ/en-GB) | 3 Apr 2025 23:55 BST |
| [Senior Project Manager - Technology - Counter Terrorism Policing HQ](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18783-Senior-Project-Manager-Technology-Counter-Terrorism-Policing-HQ/en-GB) | 4 Apr 2025 23:55 BST |
| [Custody Healthcare Practitioner (Registered Nurse / Registered Paramedic)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/18808-Custody-Healthcare-Practitioner-Registered-Nurse-Registered-Paramedic/en-GB) | 6 May 2025 23:55 BST |
| [202203 Rejoiner Officers](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/11018-202203-Rejoiner-Officers/en-GB) | 3 |
|  | Closing Date |
| [Communications Officer (999 & 101)](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/17702-Communications-Officer-999-101/en-GB) | 31 Dec 2025 23:55 GMT |
| [Volunteer Police Cadet Leader](https://policecareers.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-3/user-549439/xf-83279a3ae575/candidate/so/pm/6/pl/1/opp/17392-Volunteer-Police-Cadet-Leader/en-GB) | 12 Jan 2026 23:55 G |

Access to HE Diploma Specification 2024-2025

1

**Access to HE**

**Diploma**

**Specification**

**Access to HE Diploma**

**(Policing)**

Access to HE Diploma Specification 2024-2025

2

**Diploma overview**

The Level 3 Access to HE Diploma is a nationally recognised qualification regulated by the

Quality Assurance Agency for Higher Education (QAA) which is designed to provide preparation

for study in higher education (HE) in the UK for adults returning to education.

In order the gain the Access to HE Diploma, learners must achieve a total of 60 credits. Of these

60 credits, 45 credits must be achieved at Level 3 from graded subject specific units. Graded

units can be awarded at Pass, Merit or Distinction. The remaining 15 credits must be achieved

at Level 2 or Level 3 from study skills units which are ungraded.

**Diploma details**

**Diploma title:** Access to HE Diploma (Policing)

**Learning aim code:** 40013182

**Validation start date:** 1st August 2024

**Validation end date:** 31st July 2027

**SSA sector code:**

• Tier 1: 1 - Health, Public Services and Care

• Tier 2: 1.4 – Public services

The Access to HE Diploma (Policing) has been developed in collaboration with the

Metropolitan Police Service. Whilst the Diploma has been developed in collaboration with

the Met Police, centres could work with a local police force to deliver this Diploma.

**Diploma aims**

The Access to HE Diploma (Policing) offers adult returners a coherent, integrated and

supported year of study through which they will gain the knowledge, awareness, skills and

confidence necessary for successful undergraduate studying in the intended progression

routes for this Diploma. The course aims to provide a balance of essential study skills with

specialist subject knowledge to enable the students to be prepared for the academic and

practical rigours of undergraduate study in HE Policing entry programmes. It must however be

noted that the Access to HE Diploma does not provide guaranteed entry to UK Higher

Education Institutions.

Its primary aims are:

• To provide HE progression opportunities for adults who, because of social, educational

or individual circumstances, do not have the necessary qualifications;Access to HE Diploma Specification 2024-2025

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• To give learners a general introduction to the basic concepts, methods, and key areas

of knowledge within the core disciplines taken and offer a coherent and stimulating

framework within which they can broaden their intellectual outlook and make

connections between subject areas;

• To help learners to develop and consolidate the various skills required to enable them to

cope successfully with the demands of undergraduate study and to become

independent, self-directed learners;

• To establish a positive and supportive learning environment within which learners can

build their confidence through successful learning and the sharing of their experience;

• To provide the personal, educational support (including preparation for application and

interview techniques) needed to facilitate learners pursuing their aims within the

framework of the course.

**Target learners**

• Adults who, because of social, educational or individual circumstances, were unable to

participate in or benefit from initial education.

• Adults from groups under-represented in higher education.

• Adults seeking a change of direction because of unemployment or lack of career

opportunities in their previous field and who have a demonstrable interest in entering a

Policing career.

**Potential progression routes**

This Diploma has been designed for progression onto the Police Constable Degree

Apprenticeship and related HE Policing entry degree programmes.

**Entry guidance**

There are no centrally specified formal requirements for qualifications on entry; however there

is usually the expectation that the learner will have literacy, communication skills and

numeracy at Level 2 or above. For learners wishing to progress to a Police Constable Degree

Apprenticeship, Level 2 English is a pre-requisite with an expectation that Level 2 Functional

Skills Maths will be attained by the end of the first year of the degree apprenticeship.

**Advice and guidance**

Learners should be aware that degrees undertaken via a specific force will be subject to a

successful application, vetting and offer.

Centres delivering this Diploma must, as part of advice and guidance, make learners aware that

they will not be eligible for the Access to HE Diploma loan waiver for their adult learner loan as

the Police Constable Degree Apprenticeship is not eligible for funding under Student Finance

England. However, learners would be salaried and would not be eligible for any HE fees. Access to HE Diploma Specification 2024-2025

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**Guided learning hours**

The Access to HE Diploma represents 600 notional Guided Learning Hours (GLH) with courses

generally delivered in 450 GLH. This may vary between centres and may depend on whether the

course is being delivered through blended learning. It is expected a centre delivering the

course will clearly outline the intended delivery in terms of total hours and how this is broken

down weekly over the period of study.

**Diploma resources**

The minimum required resources for this Diploma include:

• Access to IT facilities with specialist software as appropriate.

• Access to learning resources and online facilities.

• Access to VLE or other system, such as Microsoft Teams, Google Classroom.

• Access to resources for specialist learner support and reasonable adjustments.

• The same level of facilities and resources should be available at each site where the

Diploma is delivered.

**Staffing requirements**

• Staff delivering, assessing or internally moderating on the Access to HE course must

have the professional competence and level of subject expertise necessary to deliver

and assess the units available on the Diploma. They should be qualified at Level 4 or

above in the named subject, or in a discipline that includes the subject. For example, a

tutor with a Social Science degree may be able to teach both Psychology and Sociology.

• Staff should have or be working towards a teaching qualification.

• Staff should have knowledge and understanding of the Access to HE Diploma, including

QAA regulations, AVA assessment regulations, the QAA Grading Scheme and the Rules

of Combination.

• New staff should be inducted to ensure that they have sufficient information to deliver,

assess or internally moderate on the Diploma competently.

• It is desirable that teachers have personal practice experience.

**Assessment**

**Grading Standards**

The graded units in an Access to HE Diploma are graded using a scheme which has been

designed to accommodate the flexibility of the qualification (it can be applied to all Access to

HE Diploma graded units, whatever their subject or structure). A grade of Pass, Merit or

Distinction is awarded for every graded Level 3 unit that a learner completes successfully as

part of an Access to HE Diploma. Grades can only be awarded for graded units which are part of Access to HE Diploma Specification 2024-2025

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the Diploma (and conform to the Rules of Combination). There is no overall grade for the

Diploma.

There are 3 grading standards which are applied to **all** graded units:

**GS1:** Knowledge and Understanding

**GS2:** Subject Specific Skills

**GS3:** Transferable Skills

Each grading standard comprises of a set of components and sub-components which describe

types of performance associated with the standard. For each component, there are parallel

statements at merit and distinction, which describe increasingly demanding standards of

achievement. The most appropriate sub-components of the standards are selected when

grading the unit.

For Grading Standard 3: Transferable Skills, all three of the components (a, b and c) must be

used at least once across the Diploma.

For further information can be found here on the OCN London website.

**Assessment mechanisms**

The Access to HE Diploma assessment mechanism incorporates:

• Assessment tasks which are designed and set by the Centre

• Internal assessment of learner work

• Internal and external moderation of assessment.

There are no additional external assessments for this Diploma.

**Recommended methods of assessment**

The recommended assessment methods for this Diploma should include a variety of methods

which take into consideration the target learners for this Diploma and the appropriateness for

the units being assessed. Assessment methods should be valid, reliable, and inclusive and

assure equity.

The following assessment methods could be used to assess the units within this Diploma.

**Please note, it is expected that at least part of one unit is assessed by formal examination**

**taken under timed conditions.**

• Case studies

• Oral presentation

• Practical tasks/demonstrationsAccess to HE Diploma Specification 2024-2025

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• Question and answer (written and oral)

• Tests/exams with seen or unseen papers

• Tutor observation

• Worksheets

• Written assignments

• Written essays/reports

This is not an exhaustive list and other methods could be selected with agreement from either

OCN London or the Centre Moderator.

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**Rules of Combination**

**In order to be awarded the Access to Higher Education Diploma (Policing), learners must**

**achieve a total of 60 credits comprising:**

**Credits required from graded academic subject content units at Level 3**

**45**

**Credits required from ungraded units at Level 3 or Level 2**

**15**

**Total Credits required**

**60**

**Learners must also meet the following Rules of Combination:**

**Rule: Units in**

**Status**

**Mandatory**

**Credits (see**

**below)**

**From Optional**

**Credits**

**Total**

**Credits**

**Study Skills**

**Ungraded**

**3 @ L3**

**12 @ L2 or L3**

**15**

**Subject Specific Units**

**Graded**

**6 @ L3**

**39 @ L3**

**45**

**In addition:**

A learner must achieve a minimum of one 6 or 9 credit unit to achieve the Diploma.

A learner’s programme of study can only include a maximum of 30 credits made up from 6 or 9

credit units.

**Additional information**

**Recognition of Prior Learning (RPL)**

Overall, the total proportion of credits awarded or exempted through either credit transfer

and/or recognition of prior learning must not exceed 30 credits (that is 50 per cent of the

credits required for the achievement of the Diploma).

**Barred Combinations of Units**

Where unit content between units overlaps by more than 25% of the learning outcomes this

would represent an excluded combination of units.

Information on barred combinations for this Diploma can be found on page 9. Access to HE Diploma Specification 2024-2025

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**Approved Units**

**Mandatory Units**

**Unit ID**

**Unit Name**

**Level**

**Credits**

CBA782

Reading and Comprehension of Texts

**(ungraded)**

L3

3

CBA786

Extended Project **(graded)**

L3

6

**Study Skills (ungraded)**

**Unit ID**

**Unit Name**

**Level**

**Credits**

CBA847

Essay Writing

L3

3

CBA785

Examination Skills: Preparing for and

Succeeding in an Examination

L3

3

CBA851

Note-taking and Note-making

L3

3

CBB392

Preparation for Higher Education

L3

3

CBB804

Report Writing

L3

3

CBB803

Sourcing and Reading Information

L3

3

CBB805

Speaking and Listening Skills

L3

3

BPM059

Statistics and Probability

L3

3

CBA788

Using Information Technology

L3

3

CBA855

Writing and Delivering Seminar Papers

L3

3

CBA856

Writing Standard English

L3

3

**Subject Specific Units (graded)**

**Policing**

**Unit ID**

**Unit Name**

**Level**

**Credits**

CBB620

Communication Skills in a Police Service

Setting

L3

3

CBB320

Conflict Management within Policing

L3

3

CBB315

Evidence Based Policing

L3

3

CBB316

Intelligence and Information Gathering in

Policing

L3

3

CBB621

Introduction to Policing

L3

6

CBB622

Local Policing

L3

6

CBB319

Police Ethics and Values

L3

3

CBB317

Principles of Conducting a Police

Investigation

L3

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**Criminology and Law**

**Unit ID**

**Unit Name**

**Level**

**Credits**

CBB348

Arrest, Remand and Bail Procedures

L3

3

CBB347

Aims of Sentencing

L3

3

CBB378

Law and Order in Civil Society

L3

3

CBB623

The Criminal Justice System and Victim Care

L3

3

**Sociology**

**Unit ID**

**Unit Name**

**Level**

**Credits**

CBB727

Sociology of Crime and Deviance

L3

3

**Barred combinations**

There are no barred combinations set for this Diploma.

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**Guidance and support materials**

OCN London devised assignment briefs are available for the following units:

**Study skills**

• Essay Writing

• Examination Skills: Preparing for and Succeeding in an Examination

• Note-taking and Note-making

• Preparation for Higher Education

• Reading and Comprehension of Texts

• Report Writing

• Sourcing and Reading Information

• Speaking and Listening Skills

• Writing and Delivering Seminar Papers

• Writing Standard English

**Subject specific units**

• Extended Project

• Sociology of Crime and Deviance

**Online learning materials**

The following online support materials are available:

• Essay Writing

• Extended Project

• Note-taking and Note-making

• Preparation for Higher Education

• Reading and Comprehension of Texts

• Sourcing and Reading Information

• Writing Standard English

These online learning materials can be used as part of your teaching or an induction to the

course. It is expected that the learners will still receive teaching on these topics and

assignments must be set for them by their tutor and assessed by the centre.

The courses can be accessed via the OCN London website or incorporated into your own VLE or

online delivery systems. If you have any queries, please contact Sarah Francis

(sarah@ocnlondon.org.uk)

All OCN London devised assignment briefs can be found in the Access Centre Area on the

OCN London website (login required).

Further resources and guidance including tutor guidance documents, marketing materials,

forms, templates and checklists can be found in the above area of the website (login may be

required). Access to HE Diploma Specification 2024-2025

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If you are interested in delivering this Diploma, please contact Michelle Wood (Access to HE

Development Coordinator) at michelle@ocnlondon.org.uk. Access to HE Diploma Specification 2024-2025

12[Type here]

**Metropolitan Police Service**

**Information Pack**

**COMMUNITY ASSESSOR**

Welcome to a changing city, a changing

organisation and a fascinating and exciting

role

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**What to do next**

**18INTRODUCTION FROM THE COMMISSIONER**

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I am looking for someone outstanding to join my team who can help us manage the daily

challenges London poses, and who can also drive the change necessary for the Met to keep

pace with this vibrant city. London is a fantastic place and I have always been incredibly

proud to serve the capital. It is a diverse, growing and ever-changing city with national

impact and international reach.

How the Met operates has changed significantly in recent years, achieving a step change in

effectiveness, efficiency and confidence. But the scale of our ambition for the future is even

greater. It has to be.

There are many challenges facing policing. I have no doubt the Met can meet them all – to

transform, to exploit the opportunities of the digital age, to get the best from our people and

most importantly to make London the safest it can be.

The Mayor has set out his priorities in his Police and Crime Plan – a bold and challenging

agenda with a focus on priorities. My particular focus is to bear down on violence in all its

forms, protecting the vulnerable and the security of our city. I want us to become even

closer to our communities, building confidence and trust.

One of my central aims for the Met is that we are a modern police service, but with the best

of policing’s traditional values at our core. To do that we need every single part of the force

to be well led, every officer and staff member to feel supported and to have the right

equipment to help them serve London.

I want all our people to believe in the Met and the tangible difference they make every day

across the city so that we can become even better at keeping London safe. I want the public

to believe in us too and so I want us to be more transparent about what we do on their

behalf.**INTRODUCTION FROM THE COMMISSIONER**

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Our values of courage, compassion, integrity and professionalism remain at the heart of

everything we do. My commitment to you is to lead the Met in a way that respects and nurtures

these very traditional values but which also puts us at the forefront of modern policing and

maintains Scotland Yard’s well-earned international reputation.

This information pack will give you further insight into the role, and the qualities and experience

we are looking for.

I very much hope you will be inspired by this opportunity to serve with the Met.

Cressida Dick Commissioner**ABOUT THE MET**

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Founded by Sir Robert Peel in 1829, the Metropolitan Police Service (the Met) is one of the

oldest police services in the world. From the beginning, the purpose of the Met has been to

serve and protect the people of London by providing a professional police service. This remains

our purpose.

Our vision is to make London the safest global city, a city in which people are free to be

themselves, express themselves and flourish. We strive to earn the trust and confidence of

every community and take pride in the quality of our service so that people love, respect and

are proud of London’s Metropolitan Police.

The Met is responsible for maintaining the peace and is accountable in law for the exercise of

policing powers, and to the Mayor’s Office for Policing and Crime (MOPAC) for the delivery of

efficient and effective policing, management of resources and expenditure. At all times the

Commissioner and her officers remain operationally independent, in the service of the public.

The Met ‘New Scotland Yard’ is internationally recognised for its history, law enforcement and

skills in fighting crime, however a constantly changing city needs an accessible police service

which reflects and understands the people it serves. It needs an effective police service

equipped for the 21st century with a visible service which every day continues to earn the trust

and confidence of Londoners.

Today, the Met is made up of more than 39,000 officers and staff, plus thousands of volunteers;

we are one of the largest employers in London and the South East of England. The territory we

serve covers 620 square miles and is home to over 8.6 million people. The Met is the UK’s

largest police service and has 25% of the total police budget for England and Wales.

We’re proud that the Met is seen as a world leader in policing. The ‘Scotland Yard’ brand is

known around the world as a symbol of quality investigation and traditional values of policing.

Thanks to this reputation, our services are highly sought after, either through using our officers

and staff in operational matters or by training others and giving them the opportunity to learn

from our experiences.**ABOUT THE MET**

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**LONDON: THE AMAZING GLOBAL CITY WE POLICE**

London is unique: ‘the world under one roof’.

Its ever-changing population is set to grow towards 9.2 million by 2020 and exceed 10 million the

following decade. It is probably one of themost diverse cities in the world. The complexities of

policing a city on this scale are huge. A seat of Parliamentary, Royal and Diplomatic power, London is

a centre for protest, for criminality, for transport.

Londoners tend to be younger than the rest of the UK, more than three million of us were born

abroad, just under half of which arrived in the UK less than 10 years ago.

London is also the world’s most popular business and travel destination, receiving

31.5 million Visits in 2015, 12.9 million from the UK. It is a global city, recognised around the world,

economically, politically, financially and creatively. London’s greatness comes from its openness to

the world, and this in turn has helped build world-renowned institutions which have preserved its

safety and stability.

There are over 200 languages spoken in London, and around 40% of the population is Black or

Minority Ethnic (BAME). These numbers are predicted to grow further as the city expands and

develops as an international centre.

Of the six largest world faiths, almost four million Christians and onemillion Muslims live in London,

and Buddhism, Hinduism, Judaism and Sikhism each have more than 80,000 followers in the capital.

London’s population swells due to an influx of commuters during the day and tourists throughout

the year - in greater volumes than anywhere else in the UK.

London is one of the safest global cities in the world already. Nevertheless, criminality within

London is on a more prevalent and serious level than other cities and communities across England &

Wales. Crime in the capital is often connected to organised criminality and national and

international networks of offending. London has, throughout our lifetime, been a place that

terrorists want to attack.

This creates a unique policing environment. Everyone joining us needs the ability to deliver

outstanding policing to the communities of London.**ABOUT THE MET**

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**WE HAVE A HIGHLY AMBITIOUS TRANSFORMATION AGENDA**

**Our transformation programme**

Like many public bodies, we work with constrained resources, increasing demand and a changing

environment that require us to make policing in London ever more effective. Recognising the

challenges and the opportunities to improve our services, we are currently in the midst of one of

the biggest transformation programmes of any public sector organisation.

Our **Transformation Portfolio** aims to deliver transformation right across our functions and

departments, to modernise the force as a whole, and keep our resources focused on priority

areas, providing an effective and efficient service to all Londoners.

In the past twelve months we have delivered:

· **A more visible neighbourhood presence**, with about 1,700 dedicated officers whose sole

focus is to respond to the issues that matter to local communities (two police constables

(PCs) as Dedicated Ward Officers (DWOs), and one Police Community Support Officer

(PCSO) in all 629 London wards). These officers are tackling local priorities and anti-social

behaviour, identifying people vulnerable to, or at risk of becoming involved in crime, and

solving local issues.

· **A strengthened local police**. By regrouping a small number of boroughs to deliver core

local policing functions (neighbourhoods, safeguarding, response and investigation)

across borough boundaries, we can integrate and enhance our capability, and improve the

safeguarding of vulnerable people with more officers dedicated to prevention.

Management costs will reduce, which means we can maximise the availability of officers

on the frontline. People, buildings, technology and fleet currently in one borough will be

shared across a Basic Command Unit (BCU), making it easier to provide resources in line

with each local area’s peaks in demand. In addition, we have opened up access to a police

career through direct entry superintendents, inspectors and detectives, attracting a

diverse pool of applicants who may not have otherwise considered a career in policing.

· **Significant enhancements to our service**. Our new website offers relevant local

information and prevention advice. It is includes online crime reporting capability: 11 per

cent of crimes are now reported online. A new Telephone and Digital Investigation Unit

complements this, reducing demand on our response teams, allowing them to focus their

efforts more effectively. Body Worn Video (BWV) cameras were rolled out to over 22,000

officers, more than any other police service in the world. By being the first British police

service to share footage digitally with the criminal justice service, we have improved

security, reduced the demand on officer time and saved £3.5 million per year in operating

costs. Complaints and investigations can become more evidence-based with supporting

BWV material. **ABOUT THE MET**

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· **Smarter Working** bringing a significant range of savings and qualitative benefits,

including improved morale, officer visibility and service effectiveness and efficiency. As a

result of the rollout of 30,000 tablet and mobile devices, we have the ability over time to

support our officers with better applications so they spend more time visibly assisting the

public and less time in our buildings; we also expect to be able to better serve the public,

with our officers having access to the right information at the time when they need it.

We have a clear roadmap that sets out our transformation plans to 2020. We have reviewed our

processes and capabilities, our organisational, technological and digital strengths and

weaknesses; and are constantly assessing future demand and current gaps to identify where

change is necessary, where investments are required, and where benefits can be realised.

We need to make further savings, whilst continuing to improve our operational effectiveness and

efficiency in the face of increasing overall demand, higher expectations from the public and the

added complexity of a digital age.

Technology and estate transformation are some of the key enablers of that change, but

organisational culture and learning, and good information management are also vital to make it a

success. **ABOUT THE MET**

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**For London…**

**A modern, transformed** and more **efficient Met** will **Protect London** by investing more ofits time

on the areasof greatestthreat, risk and harm;

We will make **every community safer** through our new neighbourhood policing service anda

stronger focuson safeguardingtoprotectthe mostvulnerable.

**For Our People…**

We will provide **real time information** to keep them safe and manage risk, and provide

**professional support** so they can concentrate on their job;

We will deliver a **digital service** from contact to court to help meet demand, and trust in them to

do their job well and have good professional judgement so their time is spent on activities that

have the most impact.**CORPORATE PRIORITIES**

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**Our mission is to keep London safe for everyone**

**To achieve this, we will:**

**Focus on what matters most to Londoners**

Violent crime tops the public’s concerns and tackling it is our top priority. This includes terrorism,

knife and gun crime, sexual offending, domestic abuse and safeguarding vulnerable people from

predatory behaviour.

**Mobilise partners and the public**

We know that safety requires action and intervention beyond the police service. We will work

with partners and communities to help keep them safe and support them in preventing crime.

We will work harder to earn the trust of more young people and ethnic minority communities.

**Achieve the best outcomes in the pursuit of justice and in the support of victims**

We have a fundamental responsibility to uphold the rule of law and to ensure that victims

receive the best possible outcome. We will do this by catching offenders and by ensuring victims

of crime receive both justice and the support they need from us and our partners.

As an organisation, we want to lead 21st century policing and:

**Seize the opportunities of data and digital tech to become a world leader in policing**

We want to harness data and use advanced technologies to our advantage in the pursuit of criminals,

rising to the challenge of a fast-moving data-driven digital age. We will make information and insight more

accessible internally, and externally, to support evidence-based decisions and promote public confidence.

We will strive to enhance our global reputation for excellence and expertise in policing.11**BACKGROUND**

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The MPS Assessment Centre deals with the interviewing and assessment for all posts where we

recruit in large volumes. This involves assessments for new Police Officers, Police Community

Support Officers, Special Constables, Designated Detention Officers, as well as the recruitment

of new Detectives.

Every role will have a slightly different assessment process, based on job specifications. This will

range from an interview and written test, to a half-day assessment including interview, role

plays, interactive and video based scenarios.

We assess both Police Officers and Police Community Support Officers to the National

assessment standard. This National standard is a Home Office regulation for Police Officers, so

every force in the country must recruit to this level. Only assessors that have been trained to the

National Standard, may undertake this kind of assessment. The training course is delivered over

a 4 day period and takes place at our Assessment Centre premises in West Brompton, London.

Primarily, this is where our Community Assessors are used.

With the introduction in 2018 of a refreshed police Recruitment process called Day One, which

incorporates IT for candidates and assessors use, all assessors will be required to be comfortable

with the use of technology in the assessment process. All training is provided on using the tech,

as well as the assessment material.

After successful completion of the Community Assessor training course, assessors will then be

offered work on a causal basis. Assessment activity will fluctuate dependent on the Recruitment

activity taking place and their availability. It is a flexible role and is designed to enable assessors

the ability to work assessing around other responsibilities. Based on demand community

assessors may assess from between 2-3 days a week to a couple of days a month.

It is possible that once a Community Assessor has gained experience in the National method of

assessment, that if they are suitable, further training may be offered to participate in other kinds

of interviews (for example Detectives and Police Community Support Officers). There is also the

opportunity to develop further in the role, with the Quality Assurance role, or delivering training.

It is important we have a team of professionally trained assessors to support our recruitment

assessments. Bringing with you a variety of different experience and to reflect the diversity of

the communities we serve.**COMMUNITY ASSESSORS -PERFORMANCE FRAMEWORK**

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**Job title:** Community Assessor

**Location:** West Brompton

**Responsible to:** Assessment Centre Manager

The post holder is ultimately responsible to the Head of Examinations & Assessment at the College of

Policing. However, on a day-to-day basis, post holders are responsible to the Metropolitan Police Service

assessment delivery lead.

The primary purpose of the post is to make objective assessments of the performance and competence of

candidates during their assessment day. This will involve assessment of candidates through a variety of

activities, involving interviewing, written, interactive and video based exercises. You will be required to use

immersive technology for some assessments.

Please note, on occasion some assessments may be performed at other locations in London, in which case

advance notice will be given.

**Tasks and Responsibilities:**

· Establish effective working relationships with the assessment team, stakeholders and

candidates. It is essential to provide a first class candidate experience.

· Set up assessment room at start and end of assessment day, ensuring correct material

is available for assessment process.

· Ensure readiness at the appointed time in the exercise room before the start of each

assessment. Timekeeping is extremely important, ensuring prompt arrival at start of

day and adherence to the assessment timetable during the assessments

· IT competency is a requirement. Training will be provided, but you must be willing to

use a tablet for recording assessment notes.

· Carry out assessments to evaluate, making assessment decisions on the competence

or performance of the candidate. Assess objectively using the observe, record, classify

and evaluate (ORCE) performance using behavioural statements, scalars and grades

correctly

· Observe candidate language and behaviour and written ability in respect of set

competencies Record any instances of inappropriate language or behaviour by

candidates in accordance with training.

· If undertaking role acting, Learn background material, lines, questions, probes and the

behavioural checklist specific to the exercise

· Maintain records of assessment activities to meet internal or national verification

standards.

· Attend and contribute to Assessor engagement briefings/meetings

· Attend regular refresher training to maintain competency and to assist with

Continuous Professional Development14

**COMMUNITY ASSESSORS -PERFORMANCE FRAMEWORK**

**Skills and Abilities:**

· An ability to work as part of a high performing team

· Highly developed interpersonal skills

· Ability to communicate to a high level in both written and spoken English

· Prepared to deliver and receive constructive feedback

· Sound judgement and the ability to assess others objectively, fairly and consistently

· High levels of concentration and stamina

· Ability to monitor own performance and undertake self-development

· Flexible approach to work, prepared to work alone or as a team member Confidence to

take responsibility for decisions.

**Continuing Professional Development (CPD)**

· Maintain competence in own area of assessment subject matter expertise, including

knowledge and understanding of assessments, relevant legislation, College of Policing

· Participate in networking opportunities, and contribute to assessment engagement

meeting by reflecting upon existing practice and sharing learning with peers in order to

inform and improve policy, processes and practice.

· Maintain and enhance knowledge and understanding of new approaches to

assessment.

· Complete all mandatory training as require.

· Enhance knowledge by undertaking training for difference recruitment assessment

processes.

· Embrace development opportunities to progress as a Quality Assurer or Training for

Assessment delivery.**YOUR REWARDS**

15

Community Assessors and paid £150 per day (prior to tax and NI) for assessing. Additionally

reasonably travel expenses (i.e. train/bus fare) can be claimed for attendance at an assessment

event. Please note that this is for Transport for London Zones 1-6 only.

This is an excellent opportunity to have an involvement in the recruitment of new Police

Constables who will be serving Londoners.**ELIGIBILITY CRITERIA**

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For further information regarding the eligibility criteria for joining the Met, please visit the Met

Careers website or the information contained in the application.

The Met 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.**ELIGIBILITY CRITERIA**

17

Your application form will be initially sifted against MPS criteria such asconvictions

and residency.

· Following the initial sift your application will be assessed against the rolecriteria.

· If successful at this stage we will contact you regarding an interview date. Youwill receive a

minimum of 7 days’ notice. If you are unsuccessful at this stage we will also write to you and

advise you ofthis.

· The interview will be a competency-based interview and questions will be posed around the

criteria for the role in question, as set outin the advert and information pack.

· If successful at interview we will send you an initial offer of employment which sets

out what happens next.

· If unsuccessfulwewill alsoadvise youinwritingbutwill beunableto offer feedback.

**Please note any correspondence received from us will be via e-mail and sent to the**

**address you provide on your application form.WHAT TO DO NEXT**

18

**Please submit your completed online application** by the advert closing date.

For general enquiries please visit www.metpolicecareers.co.uk, which includes an ‘Answering

Your Questions’ section or contact the Recruitment Team on 01633 632500.

· 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

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| |  |  | | --- | --- | | |  | | --- | | to me  C:\Users\LIBRAR~2\AppData\Local\Temp\ksohtml28996\wps89.png | |   **Thank you for the email and contacting the MPS "Data Office - Data Rights Unit** [datarights@met.police.uk](mailto:datarights@met.police.uk)**".** Our office is open Monday to Friday only, and this department is closed on bank holidays.    **Please note that we receive a large volume of emails through this mailbox, and all emails are dealt within date order. So it may not be possible to respond to you by return.** Therefore we ask you to please be patient and allow us some time to respond to you, before you contact us again. We will get back to you as soon as we can and we thank you again for your patience.  Please note that our response may come from the email address [DataRightsDONOTREPLY@met.police.uk](mailto:DataRightsDONOTREPLY@met.police.uk) . To ensure that our responses are not sent to your spam folder, please add this email address to your safe senders list.  **The following types of applications are processed within this mailbox;**  ·       [Right of Access Requests (Formerly Subject Access Requests)](https://www.met.police.uk/rqo/request/ri/request-information/rso/request-information-about-yourself-or-someone-else/)  ·       [Freedom of Information Act Requests](https://www.met.police.uk/rqo/request/ri/request-information/rip/request-information-police/)  ·       National Guidance on Data Sharing for National Police Chiefs' Council (NPCC) in respect of Association of British Insurers (ABI) v.2.2  ·       [Right to Erasure and Right to Rectification Requests](https://www.met.police.uk/rqo/request/r-dna-fp/data-removed-police-records/)  ·       [Requests under the Environmental Information Regulations 2000](https://www.met.police.uk/rqo/request/)    **If you have any other request/application that fall outside the above criteria, please understand that these do not fall under the scope of our services, and** we will be unable to help you. Consequently those emails will be disregarded by us and no response will be sent to you. ***Therefore, it is advisable you redirect your request to the appropriate unit****. Please see below contact detail that may help you re-direct your request to the appropriate unit.*     |  |  | | --- | --- | | **Traffic related request** | ·       Any queries relating to Automated Speed or Red light offences with a reference number that commences 0013 please email [SafetyCameraManagers@met.pnn.police.uk](mailto:SafetyCameraManagers@met.pnn.police.uk)    ·       Traffic Offence Reports or Officer issued tickets or offences with a reference number that commences 0012, 0015, 0016 or 0018 please email: [fixedpenaltynoticeenquiries@met.pnn.police.uk](mailto:fixedpenaltynoticeenquiries@met.pnn.police.uk)  For all other traffic related matters, please use the below forms and contact details on it (Met Prosecution, Po box 510, DA15 0BQ);  ·       [Form 518A - Request for Traffic Case Reference number (met.police.uk)](https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/collision-report/met/form-518a.pdf)    ·       [Form 518 - Request for Police Collision Reports and Third Party Details in Road Traffic Collisions (met.police.uk)](https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/collision-report/met/Form-518.pdf)  ·       [Form 519 - Request for Police Collision Reports and Third Party Details in Road Traffic Collisions (met.police.uk)](https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/collision-report/met/form-519.pdf)  ·       [Form 521 - Request for Police Collision Reports and Third Party Details in Road Traffic Collisions (met.police.uk)](https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/collision-report/met/form-521.pdf)  ·       [Form 522 - Request for Officer Interviews in Road Traffic Collisions (met.police.uk)](https://www.met.police.uk/SysSiteAssets/media/downloads/central/services/collision-report/met/Form-522.pdf) | | **ACRO (list of conviction and caution, PNC information)**  *The information held on the PNC includes, but is not limited to details of arrests, impending prosecutions, convictions, non-convictions such as penalty notices, cautions, final warnings, reprimands, individuals disqualified from driving and information relating to the issue of firearms certificates.* | <https://www.acro.police.uk/s/acro-services/subject-access> | | **Bail to Return enquiries** | Any enquiries for updates regarding case progression, investigation or bail be directed to the investigation officer or the BCU in the case [Contact us | Metropolitan Police](https://www.met.police.uk/contact/af/contact-us-beta/contact-us/). Please do not contact the custody suites or the data rights directly. | | **DBS Applications** | Any enquiries for updates regarding submitted application, please contact [customerservices@dbs.gov.uk](mailto:customerservices@dbs.gov.uk) or DBS customer services, PO Box 3961, Royal Wootton Bassett , SN4 4HF | | **Request for Finger Prints** | <https://www.met.police.uk/rqo/request/fp/af/your-fingerprints> | | **National Guidance on Data Sharing for National Police Chiefs' Council (NPCC) in respect of Association of British Insurers (ABI) v.2.2** | **Please note only insurance requests from or on behalf of ABI members will be considered.** Applications forms will require the ABI representative contact name and email address, prior to acceptance. *Please await our response whilst our dedicated team work through the applications as quickly as possible.* | | **Request information under Clare's Law** | This scheme enables the police to release information about any previous history of violence or abuse a person might have[Request information under Clare's Law: Make a Domestic Violence Disclosure Scheme (DVDS) application | Metropolitan Police](https://www.met.police.uk/advice/advice-and-information/daa/domestic-abuse/alpha2/request-information-under-clares-law/) | | **Request information under Sarah's Law** (**Child Sex Offender Disclosure Scheme)** | [Sarah's Law (Child Sex Offender Disclosure Scheme) | Metropolitan Police](https://www.met.police.uk/rqo/request/ri/request-information/sarahs-law-beta/sarahs-law-child-sex-offender-disclosure-scheme/) | | **Third party information required for other purposes** (including MIB request’s) | If you require third party information for reasons aside from legal proceedings, you will need to request this from the Commander of the Borough police where the incident occurred. [MPS Contact Us](https://www.met.police.uk/contact/af/contact-us-beta/contact-us/). | | **Validation of reports** | Requests to validate crime reference numbers or limited particulars will not be dealt with by this department without the appropriate application documents and consent from the Data Subject. If we receive such a request we will file these emails away without sending out a response. You should send your enquiry to the appropriate unit via [MPS Contact Us](https://www.met.police.uk/contact/af/contact-us-beta/contact-us/). |     **Useful contact details:**    If it’s related to any other matter please visit [www.met.police.uk](http://www.met.police.uk/)   |  |  | | --- | --- | | **Information required for Family Court Proceedings** | If you require information for use in Family Court Proceedings, you would need to contact the MPS Directorate of Legal Services (DLS) - [DLSMailbox-LegalSupportDisclosure@met.police.uk](mailto:DLSMailbox-LegalSupportDisclosure@met.police.uk). For any other purpose, please visit [I'd like to request disclosure for family court proceedings about myself | Metropolitan Police](https://www.met.police.uk/rqo/request/ri/request-information/ir/ask-for-delete-change-information/request-information-about-me-family-court-proceedings/?tid=828402&lid=&cid=&rid=11230&stepid=1-1-2) | | **Information required for other legal proceedings** | If a court case is anticipated, you should request the information you require under Schedule 2, Part 1, Paragraph 5(3) of the Data Protection Act 2018 to the Commander of the Borough police (at your local police station) where the incident occurred | | **To reach an officer, another unit, the local Borough Command Unit/Police station or other.** | [Contact us | Metropolitan Police](https://www.met.police.uk/contact/af/contact-us-beta/contact-us/) | | **To make a complaint** | [Complaints | Metropolitan Police](https://www.met.police.uk/fo/feedback/complaints/complaints/) |       This email and any attachments are solely for the intended recipient and may be confidential. If you have received this email in error, please notify the sender and delete it from your system. Do not use, copy or disclose the information contained in this email or in any attachment without the permission of the sender. Metropolitan Police Service (MPS) communication systems are monitored to the extent permitted by law and any email and/or attachments may be read by monitoring staff. Only specified personnel are authorised to conclude binding agreements on behalf of the MPS by email and no responsibility is accepted for unauthorised agreements reached with other personnel. While reasonable precautions have been taken to ensure no viruses are present in this email, its security and that of any attachments cannot be guaranteed.      NOTICE - This email and any attachments are solely for the intended recipient and may be confidential. If you have received this email in error, please notify the sender and delete it from your system. Do not use, copy or disclose the information contained in this email or in any attachment without the permission of the sender. Metropolitan Police Service (MPS) communication systems are monitored to the extent permitted by law and any email and/or attachments may be read by monitoring staff. Only specified personnel are authorised to conclude binding agreements on behalf of the MPS by email and no responsibility is accepted for unauthorised agreements reached with other personnel. While reasonable precautions have been taken to ensure no viruses are present in this email, its security and that of any attachments cannot be guaranteed.  ... |