



NCA

National Crime Agency

**NATIONAL CYBER CRIME UNIT
YEAR IN INDUSTRY PLACEMENTS**

**CLICK HERE TO
START YOUR JOURNEY**

Serious and organised crime is one of the gravest threats to the UK's national security. The National Crime Agency sits at the heart of the law enforcement response, protecting the public by disrupting and bringing to justice those serious and organised criminals who pose the highest risk to the UK.

NCA officers work at the forefront of law enforcement. Building the best possible intelligence picture of all serious and organised crime threats, relentlessly pursuing the most serious and dangerous offenders, and developing and delivering specialist capabilities on behalf of law enforcement and other partners.

There's no such thing as a typical NCA officer. We come from different backgrounds and cultures, speak many languages, and have diverse skills and experiences. What we have in common is dedication and a commitment to protecting the public from serious and organised crime.



The National Cyber Crime Unit (NCCU), part of the National Crime Agency (NCA), leads the UK's fight against cybercrime.

We use specialist capabilities and expertise to support law enforcement partners across the UK and coordinate the entire UK response to cybercrime.

We LEAD the response to the highest priority cyber threats, including elite criminals and “iconic untouchables”, and working with partners in the UK and overseas to respond at pace and scale to critical cyber incidents.

We SUPPORT domestic and international law enforcement investigations, enhancing partner capability to respond to cyber-dependent and cyber-enabled crime sustainably and effectively.

We COORDINATE the UK response to cyber crime through Forward Workplans, including the reactive and proactive response to nationally significant cyber incidents and prioritised threats.



MEET OUR STUDENTS



Meet Tom – a recent Politics Graduate from the University of Bath who joined the Prevent team for a year in industry.

What attracted you to this opportunity?

“I had a friend who recommended the NCCU as a place to work. I was really fascinated about Cyber and as I didn’t have a technical background – I wanted to find a route in that didn’t require this of me. I was also really keen to work for a Government organisation.”

What are you hoping to get out of the experience?

“I am looking forward to living in London, working in a fast pace environment and learning more about Cyber. I am also keen to understand what opportunities there are for me with regards to my career within the NCA and am taking the opportunity to learn from experienced colleagues.”



Meet Serena – a recent Health and Medicine Graduate from Kings College London.

What attracted you to this opportunity?

“I was looking for the opportunity to expand my experience and in particular around project management. I wanted to lead on projects and be able to demonstrate that I can adapt to new situations.”

What are you hoping to get out of the experience?

“At the interview I asked about career progression and development opportunities. My Line Manager has been great at talking to me about this and looking for opportunities where I can develop and grow.”



Meet Rafi – a Masters graduate who joined the NCCU for a year in industry placement

What were the main highlights?

“I was given a big project and had 3 months to do it. I loved the autonomy I was provided and I got exposure to really senior stakeholders across government. I had the opportunity to present my final report and it’s great to know that it’s being used and has served an important purpose.”

How did you find the NCCU to work for?

“There are amazing training opportunities in this unit (10 development days opposed to 5 in the rest of the Agency). Also the scale of what we’re involved in is really exciting – you really feel as though you are doing worthwhile and important work.”

Nottingham engineer jailed for spying on victims through webcam

ITV: A software engineer has been jailed after admitting to spying on victims through their webcams and building a collection of indecent images of adults and children. Robert Davies, who is 32-years-old and from Nottingham, used software to hack his victims' devices disguised with specialist technology so that anti-virus software could not detect him. National Crime Agency recovered 28 indecent images and videos of children on his computer. In total, more than 30 victims of Davies were visited by officers throughout the course of the investigation.

January, 2022

[Read full article](#)

Cyber Criminal who blackmailed the NHS with bomb threats to face jail

Daily Mail: A cyber criminal who blackmailed the NHS for £10 million by threatening to blow up hospitals faces three years in jail. Emil Apreda, 33, messaged the NHS and National Crime Agency threatening to bomb hospitals at the height of the first wave of coronavirus in 2020. The Italian, claiming to be linked to neo-Nazi group Combat 18, sent emails between April 26 and June promising to target MP's and Black Lives Matter protests. Tim Court of the National Crime Agency, said the threat was "a very cynical attempt to exploit events"

February, 2021

[Read full article](#)



EXCLUSIVE

by Emma Pryer

A TV thriller has shone a light on the unsung heroes of the war on cyber-crime.

Channel 4 hit *The Undeclared War* is about a team of analysts fighting a Russian cyber-attack on the UK.

And today, two of our real-life cyber-warriors reveal just how close to reality the gripping drama is.

Tim Court and Anna Smith say online crimes are getting more and more sophisticated – with hostile governments the biggest threat.

Mirror July, 2022

Election

And while the crooks cost UK businesses and taxpayers billions every year, lives are also at stake.

Tim and Anna both work on the front line at the 300-strong National Cyber Crime Unit, which is part of the National Crime Agency and often works closely with the National Cyber Security Centre.

In the year to August 2021 the NCSC tackled 777 incidents – up from 723 in the year before and 590

in 2017. Tim, who is head of operations at the NCCU, said: "The types of cyber-attack are getting more sophisticated now, more prolific and more complicated.

"Many come from Russian-speaking cyber-groups and while we may have intelligence that tells us who they are, they are protected by where they live. The big challenge for us is where does serious organised crime blend into proxies for hostile governments?"

In 2020, Tim's team helped other agencies fight one of the biggest attacks on stars and Sir Khaliqu who specialise in coding t And scenario on

£27bn
Estimated annual cost of cyber-crime to Government and businesses in UK

[Read full article](#)

THE PACKAGE – NCCU YEAR IN INDUSTRY PLACEMENTS

WHAT ARE WE LOOKING FOR?

There's no such thing as a typical NCA officer. We come from different backgrounds and cultures, we speak many languages and have diverse skills and experience.

But we do ask that you are [interested](#), [passionate](#) and [willing to learn](#).

No previous cyber experience is necessary, but you should be curious to find out more. We want to work with like minded individuals who are inquisitive helping to drive work forward.

We are looking for people from a range of backgrounds and degree disciplines to spend a whole year working with the National Cyber Crime Unit (NCCU).

To apply you should be approaching your year in industry or have finished your studies within the past 12 months.

WHAT WILL YOU GET?

All officers in the NCA are members of the UK Civil Service. You will be eligible for:

- A salary of **£28,840**
- London Weighting Allowance of **£3,424** will be added to any London based posts.
- We know that taking a break is key to a successful workforce – so we offer **26 days of annual leave**, on top of UK bank holidays
- We take health and wellbeing of our employees very seriously and can provide **flexible working patterns** if the role in question is suitable
- We will invest time in your development and give you access to the **latest training opportunities**

NCCU – MEET THE TEAMS

TACTICAL PARTNERSHIPS

The Tactical Partnerships team enhances the NCCU's engagement with the private sector, enabling external partners to contribute to NCCU's objectives to disrupt serious and organised cyber criminals. We build and maintain relationships with key industry partners to increase awareness of and confidence in, the reporting process and law enforcement response.

[Find out more](#)

CYBX

The NCCU's CybX Team works to test the preparedness of the UK to large scale cyber events at the highest priority level across national and regional levels. You should be comfortable building relationships and communicating as you will be working closely with national and regional partners to improve law enforcements response to major cyber incidents and to develop the capability of UK law enforcement. The team debrief operations and so experience of analysing information and statistics will be beneficial.

[Find out more](#)

STRATEGY AND PERFORMANCE

The Strategy and Performance teams leads the NCCU's strategic engagement with HMG, Team Cyber UK (incl. NCSC) and other Partners in support of the response to cyber crime. The team lead on corporate briefings and supports senior leaders across the agency as they represent the NCA on cybercrime issues. The ability to analyse data, information and statistics and write reports will be beneficial, as will any background in political science, criminology or equivalent. You will be helping to raise awareness and understanding of the threat of cyber crime.

[Find out more](#)

CYBER SKILLS & DEVELOPMENT

The NCCU Cyber Skills and Development Team focuses on delivering a learning and development service for officers across NCCU and the wider Agency. Up-skilling officers and building cyber expertise is an on-going priority for this team.

[Find out more](#)

PREVENT

The NCCU Prevent team designs and executes novel and innovative techniques to deter, divert and disrupt individuals from becoming involved in and committing cyber crime. The aim of most techniques is for a non-traditional outcome (i.e. not to arrest) and this allows for more creative and wide-ranging approaches to be used. An awareness of the Cyber Security landscape and emerging technologies will be beneficial, as well as experience of planning projects and working to deadlines.

[Find out more](#)

CYBER ENGINEERING

The remit of Cyber Engineering is to research and develop tools to further NCCU operational and intelligence work and create bespoke solutions during "Crime in action" scenarios. Cyber Engineering works across the NCA and with a range of partners to develop this niche catalogue of capabilities.

[Find out more](#)

ABOUT THE ROLE: TACTICAL PARTNERSHIP

About Tactical Partnership

The Tactical Partnerships team enhances the NCCU's engagement with the private sector, enabling external partners to contribute to NCCU's objectives to disrupt serious and organised cyber criminals. We build and maintain relationships with key industry partners to increase awareness of and confidence in, the reporting process and law enforcement response. One of our critical functions is collection and triage of intelligence from the private sector. By working with existing partners, and identifying and fostering new partners, we encourage the sharing of information which can contribute to on-going NCA activity, including investigations, intelligence development, and thematic cyber threat assessments.

The key responsibilities of the team include:

- Engagement with industry to develop understanding of the cybercrime landscape to inform our strategic and tactical assessments and understand respective priorities to encourage opportunities for collaboration. Highlighting reporting and intelligence sharing mechanisms
- Engagement with intelligence and operational teams within the NCCU to raise awareness of the teams capabilities and opportunities to work with industry
- Support to tasked activity to ensure successful collaborative working, information sharing, intelligence collection, and operational outputs Shared responsibility to manage team inbox and triage intelligence received from industry partners and action requests for support from other NCA teams

The location of the position can be our London office or North West Hub (Warrington) Office. Please note that there will be a requirement to travel to the London or North West Office (expenses paid by Agency)

Qualification Criteria

- Studies in political science, criminology, policing or equivalent will be beneficial but not essential

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Experience of planning, projects and working to tight deadlines
- **Skill Two:** Experience of analysing data, information and statistics from a range of sources

What Behaviours are important for this role?

- **Changing and Improving:** This role requires the ability to problem solve, to seek out opportunities to create effective change and suggest innovative ideas for improvement
- **Communicating and Influencing:** The ability to communicate clearly and concisely both orally and in writing. Also have the confidence to discuss ideas and recommendations with stakeholders

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

ABOUT THE ROLE: CYBER EXERCISE TEAM - CYBX

About CybX

The NCCU's CybX Team works to test the preparedness of the UK to large scale cyber events at the highest priority level across national and regional levels. We work closely with national and regional partners to improve law enforcements response to major cyber incidents and to develop the capability of UK law enforcement. The team are also responsible for the debriefing of operations and delivering cyber exercises in preparation for developing cyber threats.

The key responsibilities of the team include:

- Collaborative working with the National cyber Security Centre, NPCC, ROCUs, local forces and the x-HMG Cyber Exercising Cadre.
- The scoping, design, delivery, review of exercises led and supported by NCCU.
- Conducting operational, strategic and tactical debriefs in relation to ongoing operations.
- Analysing data and information from a wide range of sources to provide detailed reports and recommendations.
- Supporting the overall UK effort to build cyber capability across UK law enforcement and government.

The location of the position can be our London office or North West Hub (Warrington) Office. Please note that there will be a requirement to travel to the London or North West Office (expenses paid by Agency)

Qualification Criteria

- There are no qualifications that are essential for this role

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Experience of planning, projects and working to tight deadlines
- **Skill Two:** Experience of analysing data, information, and statistics from a wide range of sources

What Behaviours are important for this role?

- **Communicating and Influencing:** the ability and confidence to discuss ideas and recommendations with stakeholders, and brief managers
- **Working Together:** Forming strong business relationships with people both externally and internally

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

ABOUT THE ROLE: STRATEGY AND PERFORMANCE

About Strategy and Performance

The remit of the NCCU Strategy and Performance includes coordinating the proactive response to the highest priority cyber threats, developing UK and International law enforcement's strategy for fighting cyber crime and communicating this to the NCA and the wider communities.

They develop the operational strategies for protecting the public from cyber crime as well as mechanisms for measuring tactical and strategic outcomes for the purposes of NCA performance reporting.

The team assists with the secretariat functions for the Cyber Strategic Governance Group and associated Threat Groups, in order to create a collaborative UK effort against cybercrime with common priorities.

The location of the position can be our London Officer or North West Hub (Warrington) Office. Please note that there will be a requirement to travel to the London or North West Office (expenses paid by Agency)

Qualification Criteria

- Studies in political science, criminology, policing or equivalent will be beneficial but not essential

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Experience of planning, projects and working to tight deadlines
- **Skill Two:** Experience of analysing data, information and statistics from a range of sources

What Behaviours are important for this role?

- **Changing and Improving:** This role requires the ability to problem solve, to seek out opportunities to create effective change and suggest innovative ideas for improvement
- **Communicating and Influencing:** The ability to communicate clearly and concisely both orally and in writing. Also have the confidence to discuss ideas and recommendations with stakeholders

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

ABOUT THE ROLE: CYBER SKILLS AND DEVELOPMENT

About Cyber Skills and Development

The NCCU Cyber Skills and Development Team focuses on delivering a learning and development service for officers across NCCU and the wider Agency. Up-skilling officers and building cyber expertise is an on-going priority for this team.

The key responsibilities of the team include:

- Managing the Cyber Specialist Training portfolio which is funded from the National Cyber Security Programme (NCSP).
- Facilitation, procurement and delivery of cyber training and resources for NCCU officers.
- Building cyber capability for NCCU and wider NCA.
- Co-ordination and prioritisation of NCCU attendance on internal NCA training courses.
- Working proactively across the unit to develop and implement learning design solutions that exploit new technologies, platforms, embed new ways of learning and encouraging wider take-up across NCCU, NCA and potentially government.
- Co-ordinating NCCU L&D SPOC network and management of our Training Pathway

The location of the position is our North West Hub (Warrington) Office only . Please note that there will be a requirement to travel to the London Office occasionally (expenses paid by Agency)

Qualification Criteria

- There are no qualifications that are essential for this role

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Experience of planning, projects and working to tight deadlines
- **Skill Two:** Experience of analysing data, information and statistics from a range of sources

What Behaviours are important for this role?

- **Changing and Improving:** This role requires the ability to problem solve, to seek out opportunities to create effective change and suggest innovative ideas for improvement
- **Communicating and Influencing:** The ability to communicate clearly and concisely both orally and in writing. Also have the confidence to discuss ideas and recommendations with stakeholders

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

ABOUT THE ROLE: PREVENT

About Prevent

The NCCU Prevent Team designs and executes novel and innovative techniques to deter, divert and disrupt individuals from becoming involved in and committing cyber-crime. They seek to cause disruption to the activities of key individuals, groups and online criminal communications and have the ability to use non-traditional law enforcement outcomes to target a range of potential offenders.

The team will develop the necessary intelligence on those committing cyber crime at a low level and use national intelligence databases to develop clear, detailed feedback. They then coordinate the activity which allows national Prevent Officers to act on those who have started along the path to committing cyber offences. The team works closely with the Operations teams to pro-actively target those on the cusp of offending however minor the actions taken and have a good working knowledge of law enforcement activity and how it is applied.

It is vital that our understanding of the pathways in cyber-crime are known, so we work closely with industry, law enforcement and other partners to understand motivations, methods and trends through behavioral science and strategic analysis. The team then develop innovative activity to combat what they see – creative national campaigns, communications strategies, diversionary tactics and influence activities.

The location of the position can be our London office or North West Hub (Warrington) Office. Please note that there will be a requirement to travel to the London or North West Office (expenses paid by Agency)

Qualification Criteria

- Studies in criminology, behavioural science, game engineering, marketing or media, journalism and film studies would be beneficial but not essential

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Experience of planning, projects and working to tight deadlines
- **Skill Two:** An understanding of how applying proactive prevention techniques can disrupt criminal activity.

What Behaviours are important for this role?

- **Changing and Improving:** This role requires the ability to problem solve, to seek out opportunities to create effective change and suggest innovative ideas for improvement
- **Working Together:** Forming strong business relationships with people both externally and internally

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

ABOUT THE ROLE: CYBER ENGINEERING

About Cyber Engineering

The remit of Cyber Engineering is to research and develop tools to further NCCU operational and intelligence work and create bespoke solutions during “Crime in action” scenarios. Cyber Engineering works across the NCA and with a range of partners to develop this niche catalogue of capabilities.

Depending upon your experience – you will work as either a Data Scientist , Cyber Engineer or Infrastructure Investigator.

A Data Scientist working within the NCCU will utilise technology to aid investigations, exploiting modern machine learning techniques with the best data science tools to cause real world impact against cyber criminals. They will collate and manipulate large datasets to create analytical products that inform NCA operational delivery and will play a key role in embedding the use of data science across the Agency.

A Cyber Engineer working within the NCCU will join other Software Developers, Infrastructure Engineers or Research & Development experts (depending on expertise). You will make a direct contribution to Operations through the use of technology. This will range from the development and deployment of capabilities covered under the Investigatory Powers Act, through to systems to analyse and exploit data at pace.

An Infrastructure Investigator utilises their knowledge and the available tools within the NCCU to analyse and identify criminally controlled infrastructure. Supporting operations through analytical products and the production of technical reports to highlight technical or legislative outcomes

Please be advised that the location of the position for the Cyber Engineering roles will be our London office only.

Qualification Criteria

- HND or Degree in a technical / scientific related discipline, or equivalent relevant experience will be beneficial but not essential

What Skills are important for this role?

For all the roles in the NCCU we want you to demonstrate a keen interest and awareness of cyber crime and cyber threats.

In addition for this role the important skills are:-

- **Skill One:** Good knowledge in working with Linux environment and some familiarity with cloud technologies, such as AWS and Azure
- **Skill Two:** Experience/knowledge working in one of the following programming languages: Python, JavaScript and associated frameworks

What Behaviours are important for this role?

- **Changing and Improving:** This role requires the ability to problem solve, to seek out opportunities to create effective change and suggest innovative ideas for improvement
- **Working Together:** Forming strong business relationships with people both externally and internally

Important Information

- If we receive a high volume of applications, we will long list applications using the technical your awareness of the Cyber Security Landscape (question 2).
- To meet National Security Vetting requirements you will need to have resided in the UK for at a minimum 3 out of the past 5 years for SC clearance. Please see the NCA website and FAQs for further guidance.

APPLICATION & CV

What: Complete the application form within this advert, along with your CV and email it over to us

Why: This gives us the opportunity to consider whether you will be a good fit for the NCCU and what skills you'd bring

Things to think about: When answering the questions on your application think - What are your strengths knowledge and experience? We want to hear about YOU.

Send to NCCU.people@nca.gov.uk by NOON on the 28th November 2022.

COMPETENCY & TECHNICAL INTERVIEW

What: If successful at shortlisting, you'll be invited to attend an interview where you will be measured against the specified skills and behaviours depicted for that role.

Why: We'd love to get to know you better. We'll ask you some behavioural based questions and a few technical questions to understand your skillset

Things to think about: Have a look on the Civil Service website for some hints and tips on how to prepare

Interviews expected throughout December 2022 and January 2023.

NCA VETTING CHECKS

If successful at interview, you'll be offered a role as a Grade 5 Officer on a 1 year Placement

Just some standard NCA vetting checks to get through – and you must pass the mandatory drug test.

Expected start dates are August/September 2023

Please note: Applications submitted after this date will not be considered in the selection process, regardless of the reason. Should you be successful at shortlisting but can not attend on the date/time allocated to you The Recruitment Team can not guarantee an alternate date, regardless of the reason. Due to the volume of applications we receive, it is NCA's policy not to give feedback on applications to candidates.

Please copy and paste the below into a word document and respond to the following questions.

- 1. Please state which team you are interested in joining. (Only one team per application form).**
- 2. In no more than 250 words please demonstrate your awareness of the Cyber Security landscape, emerging technologies and the threat this poses to the UK.**
- 3. There are 2 key technical skills highlighted as being important for joining each team. Please write no more than 250 words (per skill) evidencing your capability for this specific capacity**
 1. Skill 1 is _____. A good example of where I have evidenced this is
 2. Skill 2 is _____. A good example of where I have evidenced this is

Make sure you send this, together with your CV to NCCU.people@nca.gov.uk by NOON on the 28th November 2022.

PASTE INTO YOUR EMAIL SUBJECT BAR : NCCU UYIIP Application - *insert team name*

Please note: Multiple job roles within a combined advert will result in multiple merit orders for each post. Each role will require a separate application.

OFFICIAL



**NATIONAL CYBER CRIME UNIT
YEAR IN INDUSTRY PLACEMENTS**



NCCU.People@nca.gov.uk



[www.nationalcrimeagency.gov.uk /nccu-recruitment](http://www.nationalcrimeagency.gov.uk/nccu-recruitment)

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