

JOB PROFILE

POST TITLE:	Senior Crime Intelligence Analyst
GRADE:	G
DIRECTORATE:	Corporate Services
RESPONSIBLE TO:	Crime Analysis & Performance Lead
RESPONSIBLE FOR:	Crime Intelligence Analysts and Researchers
LOCATION:	Leek Wootton or Nuneaton
JOB PURPOSE:	To ensure the provision of intelligence analysis capability in support of operational requirements.

MAIN RESPONSIBILITIES:
1. To manage, develop and maintain analytical capability and analytical systems for Warwickshire Police, including specialist functions.
2. To set, review and drive standards of analysis across all areas of intelligence.
3. To ensure that crime intelligence analysts and researchers are deployed, tasked and utilised in a manner that delivers against operational requirements and maximises benefit. To develop and deliver analytical products / techniques that enable evidenced-based / theory driven strategic decisions to be made.
4. To implement analytical strategies and products which support force objectives. To ensure intelligence is obtained ethically and in accordance with the relevant legislation, policy, protocols and codes of practice.
5. To provide insight to the force through delivery analytical products that respond to intelligence gaps. This will be done in accordance with legislation and organisational standards.
6. To provide objective and critical review of analysis. To confirm and implement organisational learning in respect of new or developing areas of crime and intelligence analysis (inc. peer review for other forces).
7. To ensure recruitment and development (including mentoring and welfare) are in accordance with standards of professional practice, national and other guidelines.

8. To represent analysis at Silver groups (including Strategic and Tactical Tasking and Co-ordination Group and at regional or national levels where there is an applicable strategic speciality (e.g. Child Sexual Exploitation)).	
9. To work collaboratively with both internal and external partners to deliver joined-up analytical products.	
10. To undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.	
Special Conditions:	Regular travel throughout Warwickshire Weekend working and unsocial hours. Exposure to disturbing/unpleasant images or tasks relating to serious sexual offences, child sexual exploitation etc.
Security level:	MV Security Check

PERSON SPECIFICATION

Knowledge:

- Educated to Level 5 qualification
- Comprehensive knowledge of analytical processes, techniques and skills including knowledge of the National Intelligence Model (NIM) and other pertinent legislation to Intelligence (inc. RIPA and MoPI).
- Thorough and comprehensive knowledge of the theoretical principles underpinning crime intelligence analysis.
- Broad understanding of modern day policing including relevant Force policies such as Threat to Life.

Experience:

- Experience in the development and application of a wide range of analytical techniques.
- Evidenced experience in the management of analytical staff.
- Extensive proven experience within an analytical discipline (including both quantitative and qualitative analysis), preferably gained within a law enforcement environment.
- Proven experience working in sensitive environments.

Key Skills:

- Proven ability to produce timely, concise and accessible reports for staff at all levels of seniority.
- Advanced computer skills, particularly using Windows-based packages, advanced MS Excel and the use of police / law enforcement databases.
- Excellent communication skills (including presentations and written formats).

- Ability to negotiate with and influence others

BEHAVIOURS

All post holders are expected to know, understand and act within the ethics and values of the Police Service. These nationally recognised behaviours and values are set out in the Competency and Values Framework (CVF).

The CVF has six competencies that are clustered into three groups:

- **Resolute, compassionate and committed**
- **Inclusive, enabling and visionary leadership**
- **Intelligent, creative and informed policing**

Under each competency are three levels that show what behaviours will look like in practice.

This role requires the post holder to be operating at or working towards Level 2 of the CVF.

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Date:	09.03.2021

SPECIAL CONDITIONS CHECKLIST: POLICE STAFF POSTS

Section 1: Allowances	Yes	No
Shift working		
Weekend working		
Unsocial hours		
Night working		
On Call		

Section 2: Other conditions	Yes	No
Regular travel throughout the Warwickshire policing area		
Politically Restricted post		
Warranted powers		
Uniform		

Section 3: Health and Safety Risk factors	Yes	No
Frequent Physical Effort required (give brief details).		
Exposure to disturbing/unpleasant images or tasks		

<i>(give brief details).</i>		
Unpleasant Working Conditions <i>(give brief details).</i>		
Medical examination		
Hearing test		
Eye sight test		
Night worker		
Lone working		

Section 4: Security Level	Yes	No
Counter Terrorist Check (CTC)		
Management Vetting (MV)		

Section 5: Additional responsibilities	Yes	No
Fire Warden		

Section 6: Mandatory Training requirements <i>(please list)</i>