



Role Profile

C2504 SO2 Criminal Intel Analyst

Role Description

To provide complex high quality intelligence analysis on serious crime and crimes affecting the most vulnerable in the community by maximising the innovative use of technology.

Main Responsibilities

1. Conducting Intelligence Analysis utilising the Authorised Professional Practice (APP) on structured analytical techniques. Demonstrating proficient ability to develop inferences, test hypotheses, identify intelligence gaps and make recommendations. Responsible for delivering high quality analysis relating to serious crimes and those affecting the most vulnerable in the community on a tactical, strategic, operational and evidential basis.
2. Production of high quality verbal and written intelligence analysis products which inform decision making at all levels of the organisation including Chief Officer Groups, Heads of Tasking and Senior Investigating officers, by providing detailed analysis and recommendations that drives the policing response to serious criminality. This will include the dynamic analytical response to serious crimes in progress to mitigate threat, risk and harm to the vulnerable.
3. Identify and obtain suitable complex data sources for analysis in accordance with legislation, scanning to identify intelligence issues to inform and support tactical and strategic tasking, ensuring serious criminality and vulnerability threats/risks are mitigated
4. Promoting the benefits of Intelligence Led policing by contributing in embedding a positive culture of Intelligence Analysis
5. Under the direction of a senior intelligence manager, provide a consultancy service on analytical practice and procedure and engage with key stakeholders (including Chief Officer Group, Senior Investigating Officers and Force Leads) to clarify, scope and deliver requirements. Interact with key stakeholders across the organisation in order to negotiate and agree the development of terms of reference, provide specialist advice and knowledge on the potential scope of work, ensuring that customer needs and deadlines are met.
6. Under the direction of a senior intelligence manager, provide specialist advice to criminal justice partners (such as Crown Prosecution Service and Barristers) in order to deliver high quality analytical evidential products and verbal evidence in Crown Court to secure convictions.
7. Identify opportunities for continuous improvement in the standards of analytical products produced and recommend any changes required across the analytical profession.
8. Maintaining a current knowledge of Local, Regional and National threat picture; Relevant Legislation, Force and National policies and Intelligence techniques, tactics, best practice and information relevant to the role.
9. Maintaining and developing professional knowledge and skills, including the attainment and maintenance of Intelligence Professionalisation Programme (IPP) accreditation as an Analyst
10. Share knowledge and best practice across the whole analytical profession through Continuous Professional Development (CPD) events.
11. Contribute to developing the use of new and existing technologies to ensure that intelligence and evidential process are enhanced.

Rank\Scale

SO2

Reports To

Senior Intelligence Analyst

Supervisory Responsibility

None

Additional Information



Role Profile

C2504 SO2 Criminal Intel Analyst

Avon and Somerset Constabulary are committed to the principles of Equal Opportunities for all and welcome applications from minority groups including disabled people.

Reasonable adjustments

Following consideration, reasonable adjustments will be implemented to enable disabled staff covered by the provisions of the Equality Act to undertake the core duties and responsibilities of a post in line with the Equality and Human Rights Commission (EHRC) guidance and code of practice on employment.

Additional Responsibilities:

You may be required to perform other duties which are not necessarily specified on the role profile, but which are commensurate with the responsibilities of the role holder.

Security Vetting:

It is the policy of the Avon & Somerset Constabulary to conduct security checks on all staff in line with the National Vetting Policy.

Experience and Qualifications

Qualification

Be qualified to degree level in a relevant subject or equivalent relevant experience

The post holder will be required to achieve and maintain IPP Accreditation

Hold a full current driving licence or be able to travel around the force / region area using alternative transport

Essential

Proven experience of intelligence analysis processes and/or intelligence led approaches

Experience working in an advisory/consultancy capacity - able to demonstrate professional credibility with colleagues and stakeholders

Excellent IT skills including extensive experience using all common Microsoft packages including Excel and specific analytical software programmes

Proven experience of quantitative and qualitative analysis including statistical analysis

Proven experience of structured analytical techniques, inference development and hypothesis testing

Ability to act on own initiative, to own and manage issues with minimal supervision

Demonstrable ability to make clear, timely and justifiable decisions based on an informed rationale.

Excellent interpersonal skills - including verbal and written communication, presentation skills to communicate findings and appropriately influence decision makers

Desirable

Knowledge of relevant investigative legislation (e.g. IPA, CPIA, GDPR).

Previous analytical experience and / or of working within a law enforcement environment

Previous experience of Court and of presenting evidential analytical products

Experience of evidential analysis products

This post has been designated as requiring the following vetting level in accordance with the National Vetting Policy - Police Management Vetting (MV). Vetting MV (+SC for Covert and Regional Roles)

Shortlisting

Shortlist

Criteria relevant to the job

Essential

Requirements necessary for safe and effective performance in the job

Additional/ Useful

Where available, elements that contribute to improved/immediate performance in the job



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Qualifications

Be qualified to degree level in a relevant subject or equivalent relevant experience (QE1)

The post holder will be required to achieve and maintain IPP Accreditation (QE2)

Hold a full current driving licence or be able to travel around the force / region area using alternative transport (QE3)

Experience

Proven experience of intelligence analysis processes and/or intelligence led approaches (EE1)

Knowledge of relevant investigative legislation (e.g. IPA, CPIA, GDPR). (EA1)

Experience working in an advisory/consultancy capacity - able to demonstrate professional credibility with colleagues and stakeholders (EE2)

Previous analytical experience and / or of working within a law enforcement environment (EA2)

Excellent IT skills including extensive experience using all common Microsoft packages including Excel and specific analytical software programmes (EE3)

Previous experience of Court and of presenting evidential analytical products (EA3)

Proven experience of quantitative and qualitative analysis including statistical analysis (EE4)

Experience of evidential analysis products (EA4)

Proven experience of structured analytical techniques, inference development and hypothesis testing (EE5)



Role Profile

C2504 SO2 Criminal Intel Analyst

Ability to act on own initiative, to own and manage issues with minimal supervision (EE6)

Demonstrable ability to make clear, timely and justifiable decisions based on an informed rationale. (EE7)

Excellent interpersonal skills - including verbal and written communication, presentation skills to communicate findings and appropriately influence decision makers (EE8)

Skills

Skill Category	Skill Name	Skill Level	Skill Description	For PDR
Core Values	Impartiality	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I take into account individual needs and requirements in all of my actions• I understand that treating everyone fairly does not mean everyone is treated the same• I always give people an equal opportunity to express their views• I communicate with everyone, making sure the most relevant message is provided to all• I value everyone's views and opinions by actively listening to understand their perspective• I make fair and objective decisions using the best available evidence• I enable everyone to have equal access to services and information, where appropriate	No
Core Values	Integrity	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none">• I always act in line with the values of the police service and the Code of Ethics for the benefit of the public• I demonstrate courage in doing the right thing, even in challenging situations• I enhance the reputation of my organisation and the wider police service through my actions and behaviours• I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations• I am open and responsive to challenge about my actions and words• I declare any conflicts of interest at the earliest opportunity• I am respectful of the authority and influence my position gives me• I use resources effectively and efficiently and not for personal benefit	No



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Core Values	Public Service	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none"> • I act in the interest of the public, first and foremost • I am motivated by serving the public, ensuring that I provide the best service possible at all times • I seek to understand the needs of others to act in their best interests • I adapt to address the needs and concerns of different communities • I tailor my communication to be appropriate and respectful to my audience • I take into consideration how others want to be treated when interacting with them • I treat people respectfully regardless of the circumstances • I share credit with everyone involved in delivering services 	No
Core Values	Transparency	Supervisory/Middle Manager	<p>Behaviours:</p> <ul style="list-style-type: none"> • I ensure that my decision-making rationale is clear and considered so that it is easily understood by others • I am clear and comprehensive when communicating with others • I am open and honest about my areas for development and I strive to improve • I give an accurate representation of my actions and records • I recognise the value of feedback and act on it • I give constructive and accurate feedback • I represent the opinions of others accurately and consistently • I am consistent and truthful in my communications • I maintain confidentiality appropriately 	No
Intelligent, Creative and Informed Policing	We analyse critically	Supervisory/Middle Manager	<p>I ensure that the best available evidence from a wide range of sources is taken into account when making decisions.</p> <p>I think about different perspectives and motivations when reviewing information and how this may influence key points.</p> <p>I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary.</p> <p>I understand when to balance decisive action with due consideration.</p> <p>I recognise patterns, themes and connections between several and diverse sources of information and best available evidence.</p> <p>I identify when I need to take action on the basis of limited information and think about how to mitigate the risks in so doing.</p> <p>I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.</p>	No



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Inclusive, Enabling and Visionary Leadership	We are collaborative	Supervisory/Middle Manager	<p>I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions.</p> <p>I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve.</p> <p>I understand the local partnership context, helping me to use a range of tailored steps to build support.</p> <p>I work with our partners to decide who is best placed to take the lead on initiatives.</p> <p>I try to anticipate our partners' needs and take action to address these.</p> <p>I do not make assumptions. I check that our partners are getting what they need from the police service.</p> <p>I build commitment from others (including the public) to work together to deliver agreed outcomes.</p>	No
Resolute, Compassionate and Committed	We are emotionally aware	Supervisory/Middle Manager	<p>I consider the perspectives of people from a wide range of backgrounds before taking action.</p> <p>I adapt my style and approach according to the needs of the people I am working with, using my own behaviour to achieve the best outcome.</p> <p>I promote a culture that values diversity and encourages challenge.</p> <p>I encourage reflective practice among others and take the time to support others to understand reactions and behaviours.</p> <p>I take responsibility for helping to ensure the emotional wellbeing of those in my teams.</p> <p>I take the responsibility to deal with any inappropriate behaviours.</p>	No



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Intelligent, Creative and Informed Policing	We are innovative and open-minded	Supervisory/Middle Manager	<p>I explore a number of different sources of information and use a variety of tools when faced with a problem and look for good practice that is not always from policing.</p> <p>I am able to spot opportunities or threats which may influence how I go about my job in the future by using knowledge of trends, new thinking about policing and changing demographics in the population.</p> <p>I am flexible in my approach, changing my plans to make sure that I have the best impact.</p> <p>I encourage others to be creative and take appropriate risks.</p> <p>I share my explorations and understanding of the wider internal and external environment.</p>	No
Inclusive, Enabling and Visionary Leadership	We deliver, support and inspire	Supervisory/Middle Manager	<p>I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context.</p> <p>I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform.</p> <p>I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support.</p> <p>I ensure the efficient use of resources to create the most value and to deliver the right impact within my areas.</p> <p>I keep track of changes in the external environment, anticipating both the short and long-term implications for the police service.</p> <p>I motivate and inspire others to achieve their best.</p>	No
Resolute, Compassionate and Committed	We take ownership	Supervisory/Middle Manager	<p>I proactively create a culture of ownership within my areas of work and support others to display personal responsibility.</p> <p>I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas.</p> <p>I am accountable for the decisions my team make and the activities within our teams.</p> <p>I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly.</p> <p>I actively encourage and support learning within my teams and colleagues.</p>	No

NOS



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NOS Unit	Unit Name	Unit Description