



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

#### Role Description

Responsible for the direct management of the Regional Intelligence Unit or Regional Confidential Unit Research and Analysis Team and all associated products including confidential material.

#### Main Responsibilities

- Develop and manage individual Criminal Intelligence Staff and analysts competency through the provision of feedback, guidance and coaching;
- Advise line management of individual's development needs and contribute to PDRs as the professional manager.
- Provide a consultancy service on analytical and intelligence practices and procedure.
- Act as a source of professional and technical expertise to Zephyr in relation to Intelligence Analysis.
- Support complex and confidential analytical research projects and the production of regional intelligence products by guiding Staff, analysts and advising management.
- Under the direction of the Detective Inspector develop:
  - The standard of Intelligence and Analysis across the unit by identifying best practice on analytical techniques and NIM processes and by creating relevant policy.
  - The effectiveness and utility of relevant software and information systems.
- Actively promote the benefits of Intelligence Analysis and encourage a culture of intelligence led policing

#### Rank\Scale

PO 2-5

#### Reports To

Detective Inspector

#### Supervisory Responsibility

CRIMINAL INTELLIGENCE ANALYSTS AND INTELLIGENCE RESEARCHERS

#### Additional Information

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



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

The post holder must have proven established experience of Criminal Intelligence Analysis (which may include a relevant degree). Experience will include both quantitative and qualitative analysis and will include a good knowledge of the Intelligence Process (ANACAPA) and the National Intelligence Model (NIM).

The post holder will hold IPP (Intelligence Professionalisation Programme) accreditation or willing to gain it

It would be desirable for the post holder to be experienced in the use of visual analysis software such as i2 Workstation and GIS. The post holder should ideally hold a full current driving licence or be able to travel around the Region area using alternative transport.

*This post has been designated as requiring the following vetting levels in accordance with the National Vetting Policy - Police Management Vetting (MV) and National Security Vetting - Security Clearance Level SC or SC (Enhanced) dependent on working site location.*

## 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

### Qualifications

Will hold IPP (Intelligence Professionalisation Programme) accreditation or willing to gain it

QE1

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

QA1



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

Hold a relevant degree

QA2

Experience

Proven established experience of Criminal Intelligence Analysis

EE1

Experience in the use of visual analysis software e.g. i2 Workstation and GIS

EA1

Experience of quantitative and qualitative analysis

EE2

Knowledge of the National Intelligence Model (NIM)

EE3

Knowledge of the Intelligence Process (ANACAPA)

EE4

Previous supervisory experience (including professional guidance)

EE5



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

Experience of supporting confidential and complex analytical research products.

EE6

Computer literate

EE7

Experience of court

EE8

Experience of evidential analytical products

EE9

## Skills

| Skill Category | Skill Name   | Skill Level  | Skill Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | For PDR |
|----------------|--------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| Core Values    | Impartiality | Practitioner | <p>Behaviours:</p> <ul style="list-style-type: none"><li>•I take into account individual needs and requirements in all of my actions</li><li>•I understand that treating everyone fairly does not mean everyone is treated the same</li><li>•I always give people an equal opportunity to express their views</li><li>•I communicate with everyone, making sure the most relevant message is provided to all</li><li>•I value everyone's views and opinions by actively listening to understand their perspective</li><li>•I make fair and objective decisions using the best available evidence</li><li>•I enable everyone to have equal access to services and information, where appropriate</li></ul> | No      |



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

|             |                |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |    |
|-------------|----------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Core Values | Integrity      | Practitioner | Behaviours: <ul style="list-style-type: none"> <li>• I always act in line with the values of the police service and the Code of Ethics for the benefit of the public</li> <li>• I demonstrate courage in doing the right thing, even in challenging situations</li> <li>• I enhance the reputation of my organisation and the wider police service through my actions and behaviours</li> <li>• I challenge colleagues whose behaviour, attitude and language falls below the public's and the service's expectations</li> <li>• I am open and responsive to challenge about my actions and words</li> <li>• I declare any conflicts of interest at the earliest opportunity</li> <li>• I am respectful of the authority and influence my position gives me</li> <li>• I use resources effectively and efficiently and not for personal benefit</li> </ul> | No |
| Core Values | Public Service | Practitioner | Behaviours: <ul style="list-style-type: none"> <li>• I act in the interest of the public, first and foremost</li> <li>• I am motivated by serving the public, ensuring that I provide the best service possible at all times</li> <li>• I seek to understand the needs of others to act in their best interests</li> <li>• I adapt to address the needs and concerns of different communities</li> <li>• I tailor my communication to be appropriate and respectful to my audience</li> <li>• I take into consideration how others want to be treated when interacting with them</li> <li>• I treat people respectfully regardless of the circumstances</li> <li>• I share credit with everyone involved in delivering services</li> </ul>                                                                                                                 | No |
| Core Values | Transparency   | Practitioner | Behaviours: <ul style="list-style-type: none"> <li>• I ensure that my decision-making rationale is clear and considered so that it is easily understood by others</li> <li>• I am clear and comprehensive when communicating with others</li> <li>• I am open and honest about my areas for development and I strive to improve</li> <li>• I give an accurate representation of my actions and records</li> <li>• I recognise the value of feedback and act on it</li> <li>• I give constructive and accurate feedback</li> <li>• I represent the opinions of others accurately and consistently</li> <li>• I am consistent and truthful in my communications</li> <li>• I maintain confidentiality appropriately</li> </ul>                                                                                                                               | No |
|             |                |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |    |



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

|                                              |                       |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |    |
|----------------------------------------------|-----------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Intelligent, Creative and Informed Policing  | We analyse critically | Practitioner | <p>I recognise the need to think critically about issues. I value the use of analysis and testing in policing.</p> <p>I take in information quickly and accurately.</p> <p>I am able to separate information and decide whether it is irrelevant or relevant and its importance.</p> <p>I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action.</p> <p>I refer to procedures and precedents as necessary before making decisions.</p> <p>I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions.</p> <p>I recognise gaps and inconsistencies in information and think about the potential implications.</p> <p>I make decisions in alignment with our mission, values and the Code of Ethics.</p> | No |
| Inclusive, Enabling and Visionary Leadership | We are collaborative  | Practitioner | <p>I work cooperatively with others to get things done, willingly giving help and support to colleagues.</p> <p>I am approachable, and explain things well so that I generate a common understanding.</p> <p>I take the time to get to know others and their perspective in order to build rapport.</p> <p>I treat people with respect as individuals and address their specific needs and concerns.</p> <p>I am open and transparent in my relationships with others.</p> <p>I ensure I am clear and appropriate in my communications.</p>                                                                                                                                                                                                                                                                                                                | No |
|                                              |                       |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |    |



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

|                                                      |                                   |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |    |
|------------------------------------------------------|-----------------------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Resolute,<br>Compassionate and<br>Committed          | We are emotionally aware          | Practitioner | <p>I treat others with respect, tolerance and compassion.</p> <p>I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law.</p> <p>I remain calm and think about how to best manage the situation when faced with provocation.</p> <p>I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure.</p> <p>I ask for help and support when I need it.</p> <p>I understand the value that diversity offers.</p> <p>I communicate in clear and simple language so that I can be easily understood by others.</p> <p>I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.</p> | No |
| Intelligent,<br>Creative and<br>Informed<br>Policing | We are innovative and open-minded | Practitioner | <p>I demonstrate an openness to changing ideas, perceptions and ways of working.</p> <p>I share suggestions with colleagues, speaking up to help improve existing working methods and practices.</p> <p>I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements.</p> <p>I adapt to change and am flexible as the need arises while encouraging others to do the same.</p> <p>I learn from my experiences and do not let myself be unduly influenced by preconceptions.</p>                                                                                                                                                                                              | No |
|                                                      |                                   |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |    |



## Role Profile

### C9889 (M) PO 2-5 SENIOR CRIMINAL INTELLIGENCE ANALYST

|                                              |                                 |              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |    |
|----------------------------------------------|---------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Inclusive, Enabling and Visionary Leadership | We deliver, support and inspire | Practitioner | <p>I take on challenging tasks to help to improve the service continuously and support my colleagues.</p> <p>I understand how my work contributes to the wider police service.</p> <p>I understand it is part of my collective responsibility to deliver efficient services. I take personal responsibility for making sure that I am working effectively to deliver the best service, both individually and with others.</p> <p>I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery.</p> <p>I support the efficient use of resources to create the most value and to deliver the right impact.</p> <p>I keep up to date with changes in internal and external environments.</p> <p>I am a role model for the behaviours I expect to see in others and I act in the best interests of the public and the police service.</p> | No |
| Resolute, Compassionate and Committed        | We take ownership               | Practitioner | <p>I actively identify and respond to problems.</p> <p>I approach tasks with enthusiasm, focusing on public service excellence.</p> <p>I regularly seek feedback to understand the quality of my work and the impact of my behaviour.</p> <p>I recognise where I can help others and willingly take on additional tasks to support them, where appropriate.</p> <p>I give feedback to others that I make sure is understandable and constructive.</p> <p>I take responsibility for my own actions, I fulfil my promises and do what I say I will.</p> <p>I will admit if I have made a mistake and take action to rectify this.</p> <p>I demonstrate pride in representing the police service.</p> <p>I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.</p>                                                                                           | No |

## NOS

| NOS Unit | Unit Name | Unit Description |
|----------|-----------|------------------|
|          |           |                  |