Intelligence Analyst

District/Department	Specialist Crime Services	Rank/Grade	Band D

Role purpose:	Undertake analysis and present the findings of analytical work to the standards as defined within the National Intelligence Model and in accordance with Force priorities. Provide expertise using analytical techniques and methodology to assist decision making at a strategic, tactical and operational level. Responsible for developing analytical products and recommendations for District, Force level and Specialist Investigations.

Summary of Main Duties:

Conduct analysis at a strategic, tactical and/or operational level, identifying and using appropriate analytical tools and techniques to interpret gaps, patterns and trends, assess threat, risk and harm and make recommendations in support of decision-making, prioritisation and resource allocation.

Deliver intelligence products in support of the relevant unit/district in accordance with the nine standard analytical techniques outlined in NIM and the relevant tasking and co-ordinating processes.

Obtain information from a wide variety of sources, exploiting all appropriate systems and products, including relevant databases and analytical software tools, formulating wide-ranging inferences and conclusions.

Collect and evaluate data and information to support the creation of a collection plan and the delivery of analytical products.

Develop and test inferences and hypotheses and to draw evidence based conclusions and make recommendations, in support of decision-making.

Negotiate, discuss and agree terms of reference and strategies for intelligence analysis products with clients including SIOs, tasking chairs and other stakeholders.

Develop and sustain effective working relationships with a wide range of internal and external customers.

Produce written and/or verbal briefings and presentations to stakeholders to provide a clear and concise evidence based understanding of the subject matter, including providing advice and guidance on products.

Communicate complex analytical information and recommendations to districts/departments at a strategic level.

Contribute to district/department performance through understanding of the strategic direction of that district/department.

Prepare, deliver and present analytical products for use in court proceedings and other hearings, as required.

To provide a quality assurance role, including peer review, in relation to analytical products and evidence and to mentor and help develop other intelligence analysts and researchers as appropriate.

Commit to develop personal knowledge and skills in the field of intelligence analysis to ensure implementation of latest techniques and tactics, best practice, and information relevant to the role.

Assist in the development and maintenance of a manual of best practice for the delivery of intelligence analysis.

Perform such other duties as reasonably correspond to the general character of the post and are commensurate with its level of responsibility.

Assessed competence against the professional standards for the function including IPP accreditation and maintenance.

Ability to travel within and outside of the Force area.

Ability to work agile.

Competencies/behaviours

Refer to the College of police Competency and Values *for a definition of the values and essential behaviours for each required competency level.*

Competency https://profdev.college.police.uk/competency-values/	CVF Level **Level 1 – Practitioner** **Level 2 – Supervisor/Middle Manager** **Level 3 – Senior Manager/Executive**
We are emotionally aware	Level 1
We take ownership	Level 1
We are collaborative	Level 1
We deliver, support and inspire	Level 1
We analyse critically	Level 2
We are innovative and open-minded	Level 1
Core values for ALL employees:	
Integrity Public Service	Impartiality Transparency

Experience, Education and Skills: *Ideally between 4 and 6 of each*

Essential Criteria (used for short listing):

Educated to degree level or equivalent proven analytical experience.

College of Policing Intelligence Professionalisation Programme (IPP) qualification or willingness to complete.

Skilled in the use of IT packages, systems and/or databases involved in analysing interpreting, storing and presenting data.

Experience in intelligence/information collection and analysis.

Demonstrate the ability to prepare and present reports from complex data to a range of stakeholders.

Demonstrate an ability to communicate confidently at all levels, including an ability to negotiate and influence.

Desirable:

Experience of working in a law enforcement environment and an understanding of the National Intelligence Model and structured analytical techniques.

To have successfully completed the Intelligence Analyst foundation course.

Experience in the preparation of documentary evidence for court.

Experience of complex problem solving using analytical techniques.