

ROLE PROFILE

Role Title:	Performance Researcher
Department/Unit:	Strategic Services Improvement Department (SSID)
Rank/Grade:	SC6
Reporting to:	Senior Performance Analyst
Main purpose of the role:	To support Bedfordshire Police in achieving its objectives by providing research support within the Tactical Intelligence and Performance Support function. To contribute to achieving the vision, purpose and values of Bedfordshire Police.

Key Responsibilities

- To provide a research capability which assists in the development of the Force Corporate Performance Management Framework.
- Provide performance information/research to support Force/PCC Strategic Business Planning processes.
- Researching force computer systems and other available sources/systems recording information in the appropriate form or responding to freedom of information requests
- Monitor data quality and provide feedback to colleagues and business owners
- Collecting and collating information regarding specific areas of performance.
- Liaising with other force areas and other agencies in order to exchange relevant information.
- To attend meetings and give presentations, both within force or away from police premises, and/or with colleagues from other departments or agencies.
- Support the delivery of the business transformation cycle.

These key duties and responsibilities are intended only as a guide to the main responsibilities of the post and are not intended to restrict the scope of the post holder to perform other duties. Additional responsibilities for the post holder may be agreed on an individual basis and recorded as part of the annual performance review role requirement.

Financial e.g. Limits/Mandates	Non-Financial e.g. Staff Responsibility
<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • None

Psychological Assessment	To be confirmed
Return on Investment	Not applicable

Entry Requirements

It is essential that the post holder has:

- Previous experience in a research environment.
- Proven experience of assimilating and understanding relevant information, to include the identification of potential risks, linking information, identifying patterns, trends, series, similarities and discrepancies with information.
- Good working knowledge of computer software including experience of data management and input working with customised databases and computer packages including excel.

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- Ability to work unsupervised, on own initiative and to work to deadlines.
- Ability to research and draw conclusions from information gathered.
- High level of interpersonal skills with the ability to build trust, confidence, credibility, consensus and integrity in the delivery of services.

It is essential that the post holder is able to demonstrate:

- High level of integrity and discretion.
- High standards of personal responsibility and people skills.
- Good professional understanding of the equalities act and demonstrate compliance across the team.

Any other General Requirements/Scope

- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder will occasionally be required to work additional hours.
- Vetting is required, as advised by the Vetting Unit.
- The post holder will be expected to undertake training as and when required.
- The post holder will be expected to comply with health and safety requirements.

Obligatory Requirements

- Before commencement of this appointment, this role may be subject to a medical assessment. For some roles health screening or surveillance may be required on a regular basis, as identified by line manager risk assessments.
- There is a requirement for the role holder to meet the probationary objectives set.

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Personal Qualities (Behavioural Competencies)	
We are emotionally aware	I treat others with respect, tolerance and compassion. I acknowledge and respect a range of different perspectives, values and beliefs within the remit of the law. I remain calm and think about how to best manage the situation when faced with provocation. I understand my own emotions and I know which situations might affect my ability to deal with stress and pressure. I ask for help and support when I need it. I understand the value that diversity offers. I communicate in clear and simple language so that I can be easily understood by others. I seek to understand the thoughts and concerns of others even when they are unable to express themselves clearly.
We take ownership	I actively identify and respond to problems. I approach tasks with enthusiasm, focusing on public service excellence. I regularly seek feedback to understand the quality of my work and the impact of my behaviour. I recognise where I can help others and willingly take on additional tasks to support them, where appropriate. I give feedback to others that I make sure is understandable and constructive. I take responsibility for my own actions, I fulfil my promises and do what I say I will. I will admit if I have made a mistake and take action to rectify this. I demonstrate pride in representing the police service. I understand my own strengths and areas for development and take responsibility for my own learning to address gaps.
We are collaborative	I work cooperatively with others to get things done, willingly giving help and support to colleagues. I am approachable, and explain things well so that I generate a common understanding. I take the time to get to know others and their perspective in order to build rapport. I treat people with respect as individuals and address their specific needs and concerns. I am open and transparent in my relationships with others. I ensure I am clear and appropriate in my communications.
We deliver, support and inspire	I take on challenging tasks to help to improve the service continuously and support my colleagues. I understand how my work contributes to the wider police service. 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. I am conscientious in my approach, working hard to provide the best service and to overcome any obstacles that could prevent or hinder delivery. I support the efficient use of resources to create the most value and to deliver the right impact. I keep up to date with changes in internal and external environments. 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.
We analyse critically	I recognise the need to think critically about issues. I value the use of analysis and testing in policing. I take in information quickly and accurately. I am able to separate information and decide whether it is irrelevant or relevant and its importance. I solve problems proactively by understanding the reasons behind them, using learning from evidence and my experiences to take action. I refer to procedures and precedents as necessary before making decisions. I weigh up the pros and cons of possible actions, thinking about potential risks and using this thinking to inform our decisions. I recognise gaps and inconsistencies in information and think about the potential implications. I make decisions in alignment with our mission, values and the Code of Ethics.
We are innovative and open-minded	I demonstrate an openness to changing ideas, perceptions and ways of working. I share suggestions with colleagues, speaking up to help improve existing working methods and practices. I constantly reflect on my own way of working and periodically review processes and procedures to make continuous improvements. I adapt to change and am flexible as the need arises while encouraging others to do the same. I learn from my experiences and do not let myself be unduly influenced by preconceptions.