



## ROLE PROFILE

<b>Role Title:</b>	<b>Head of Analysis</b>
<b>Department/Unit:</b>	<b>ERSOU – ROCU or CTP</b>
<b>Rank/Grade:</b>	<b>PO4</b>
<b>Reporting to:</b>	<b>Intelligence / Senior Leadership Team</b>
<b>Main purpose of the role:</b>	To lead, promote and coordinate the work of all analytical and research resources in either the ROCU or CTP. To ensure there is an effective and motivated team who are contributing to understanding the threat to the Eastern region from either SOC or Terrorism, and are able to guide strategic, performance and tactical decision making in the ERSOU commands, and at both local force and national levels. To ensure all activities are undertaken in accordance with standards set by the Home Office, policing partner Agencies, and any other relevant national oversight bodies. To identify, evaluate and introduce new working practices, analytical software/hardware and analytical techniques to improve the capabilities of ERSOU. To contribute to achieving the vision, purpose and values of ERSOU Policing.

### Key Responsibilities

- To set a clear plan for the delivery of analytical services to the ROCU or CTP, working in partnership with their peer equivalent to achieve an overall delivery model for ERSOU.
- To provide leadership of a team of senior analysts and their composite teams comprising of strategic, tactical and performance analysts and research officers.
- To ensure the analytical and research team are competent and confident to deliver operational, strategic, data analytic and performance activities, making positive recommendations into decision makers for policing action.
- To participate in, and influence, national projects and programmes ensuring ERSOU makes positive representations, and to highlight opportunities to develop and enhance in-house work and activities as a consequence.
- Develop a training programme for the unit that complements the wider intelligence and partner analytical team plans. The programme should include achieving IPP accreditation, and deliver a range of formal training, coaching and other CPD led activities. Training inputs on analytical capabilities should be provided to other teams to raise awareness of services available.
- Work with SIOs and strategic leads to ensure analysis and research capabilities are understood, are tasked to achieve the best objective, and to offer effective options in the event of competing priorities.
- Take a horizon scanning approach, and identify opportunities to improve the overall analytical services, taking personal responsibility to drive through business change or project implementation. Oversee tools, software and datasources used for research and analysis and to maximise the use of technology and data analytics.
- Lead on the completion of key informing products such as ROCU/CTP business plan, reporting to PCCs/CCs, strategic assessments etc.
- To attend Court as an expert witness if required, to support analysts required to attend court.

<b>Financial e.g. Limits/Mandates</b>	<b>Non-Financial e.g. Staff Responsibility</b>
• None	• Line management responsibility for staff and/or officers

<b>Psychological Assessment</b>	To be confirmed
<b>Return on Investment</b>	Not applicable

### Entry Requirements

- Experience in management of leading teams.
- Highly developed knowledge of research, analysis and evaluation.
- Proven experience in working with intelligence.



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- Experience of process improvement and management.
- Completed Analytical training (NIAT, GIAT, DIAM) (desirable).

### Any other General Requirements/Scope

- The post holder will be required to travel to different locations across the Eastern Region and nationally for meetings/training events.
- The post holder will be required to work from different locations across the Eastern Region as required, but will have one permanent base.
- If using a private vehicle then business insurance needs to be organised by the individual.
- The post holder may be required to work additional hours.
- The post holder may be required to be part of an on-call rota.
- 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.

## Personal Qualities(Behavioural Competencies)

### We are emotionally aware

I consider the perspectives of people from a wide range of backgrounds before taking action. 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. I promote a culture that values diversity and encourages challenge. I encourage reflective practice among others and take the time to support others to understand reactions and behaviours. I take responsibility for helping to ensure the emotional wellbeing of those in my teams. I take the responsibility to deal with any inappropriate behaviours.

### We take ownership

I proactively create a culture of ownership within my areas of work and support others to display personal responsibility. I take responsibility for making improvements to policies, processes and procedures, actively encouraging others to contribute their ideas. I am accountable for the decisions my team make and the activities within our teams. I take personal responsibility for seeing events through to a satisfactory conclusion and for correcting any problems both promptly and openly. I actively encourage and support learning within my teams and colleagues.

### We are collaborative

I manage relationships and partnerships for the long term, sharing information and building trust to find the best solutions. I help create joined-up solutions across organisational and geographical boundaries, partner organisations and those the police serve. I understand the local partnership context, helping me to use a range of tailored steps to build support. I work with our partners to decide who is best placed to take the lead on initiatives. I try to anticipate our partners' needs and take action to address these. I do not make assumptions. I check that our partners are getting what they need from the police service. I build commitment from others (including the public) to work together to deliver agreed outcomes.

### We deliver, support and inspire

I give clear directions and have explicit expectations, helping others to understand how their work operates in the wider context. I identify barriers that inhibit performance in my teams and take steps to resolve these thereby enabling others to perform. I lead the public and/or my colleagues, where appropriate, during incidents or through the provision of advice and support. I ensure the efficient use of resources to create the most value and to deliver



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the right impact within my areas. I keep track of changes in the external environment, anticipating both the short- and long-term implications for the police service. I motivate and inspire others to achieve their best.

### We analyse critically

I ensure that the best available evidence from a wide range of sources is taken into account when making decisions. I think about different perspectives and motivations when reviewing information and how this may influence key points. I ask incisive questions to test out facts and assumptions, questioning and challenging the information provided when necessary. I understand when to balance decisive action with due consideration. I recognise patterns, themes and connections between several and diverse sources of information and best available evidence. 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. I challenge others to ensure that decisions are made in alignment with our mission, values and the Code of Ethics.

### We are innovative and open-minded

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. 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. I am flexible in my approach, changing my plans to make sure that I have the best impact. I encourage others to be creative and take appropriate risks. I share my explorations and understanding of the wider internal and external environment.