



ROLE PROFILE

Role Title:	Business Development Analyst
Rank/Grade:	A4 (non supervisory)
Job Family:	Business Support
Reporting to:	Line Manager
Main purpose of the role:	To develop the use and dissemination of business information in order that colleagues may contribute to the aims and objectives of the constabulary. To provide administrative support to enable the efficient provision of service. To contribute to achieving the Force vision, purpose and values.

Key Responsibilities
<ul style="list-style-type: none"> Develop the production of business information to meet the needs of users. Inform, advise and guide others in the use, interpretation and development of business information. Participate in, and, in some cases, lead, specific projects and consultations in order to contribute to the identification and development of business information in support of organisational objectives. Analyse and present business information and identify emerging problems, trends and areas for improvement. Assist in the identification and provision of training in the use, interpretation and development of business information. Model business processes in order to identify process measures and areas for improvement. Design and plan the collation of relevant, accurate data for the purposes of management and performance information. Examine appropriate literature and make visits to other organisations to identify practices and techniques that may improve the products and services of Corporate Development.

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

Agile Working	To be confirmed
Psychological Assessment	To be confirmed
Return on Investment	To be confirmed
Limited Duties	To be confirmed

Entry Requirements
<ul style="list-style-type: none"> Experience in data collection methodologies and interpretation and presentation of numeric analysis. Computer literate with experience in the use and development of spreadsheets and databases. Experience in business development improvement.

Any other General Requirements/Scope
<ul style="list-style-type: none"> The post holder may be required to use their own vehicle. If required to then business insurance will need to be organised by the individual. The post holder may be required to work from different locations other than the home station. The post holder may be required to work additional hours but this will be agreed in advance in conjunction with management & the post holder. Vetting 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
<ul style="list-style-type: none"> Before commencement of this appointment, this role is subject to medical assessment. For some roles health



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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.