

## **Analyst Operation Denton**

### **Eligibility**

Serving or former Analysts.

### **Role Purpose**

To undertake strategic and operational intelligence analysis for Operation Denton.

Location: Birmingham based.

### **Principal Responsibilities**

The role holder should effectively manage and deliver these responsibilities:

1. Provide dedicated analytical support to the Senior Management Team (SMT) and review team by undertaking thematic as well as tactical analysis across a series of incidents.
2. Monitor and evaluate the significance of patterns and trends in intelligence and evidence relating to historic incidents of serious crime and Northern Ireland related terrorism.
3. Produce and deliver coherent and structured reports and briefings on analytical findings in a professional manner and to suit the intended audience.
4. Deliver assessments that aid decision making and inform a wide group of internal and external stakeholders
5. Establish and document audit trails for each piece of research and analysis undertaken to include quality assurance scrutiny to ensure validity and reliability.
6. Develop and maintain productive relationships with police and intelligence partners and customers. Develop strong one-to-one relationships with key contacts.
7. Identify new sources of information and intelligence in order to exploit and develop the ongoing thematic review.

### **Key Criteria:**

1. Substantial experience as a strategic or operational analyst within a law enforcement, security or business environment and successful completion of the National Intelligence Analysis Training course (or external equivalent).
2. Excellent computer skills, including use of Windows based software, such as MS Word, Excel and PowerPoint, ability to design and construct databases and use of GIS mapping software and geo-spatial analysis.
3. Be prepared to travel if required for deployments, meetings and training.

### **National Occupational Personal Qualities**

#### **Decision making**

Gathers, verifies and assesses all appropriate and available information to gain an accurate understanding of situations. Considers a range of possible options, evaluating evidence and seeking advice where appropriate. Makes clear, timely, justifiable decisions, reviewing these as necessary. Balances risks, costs and benefits, thinking about the wider impact of decisions. Exercises discretion and applies professional judgement, ensuring actions and decisions are proportionate and in the public interest.

**Professionalism**

Acts with integrity, in line with the values and ethical standards of the Police Service. Acts on own initiative to address issues, showing energy and determination to get things done. Takes ownership for resolving problems, demonstrating courage and resilience in dealing with difficult and challenging situations. Upholds professional standards, acting as a role model to others and challenging unprofessional conduct or discriminatory behaviour. Asks for and acts on feedback, learning from experience and continuing to develop own professional skills and knowledge. Remains calm and professional under pressure, defusing conflict and being prepared to make unpopular decisions or take control when required.

**Public service**

Demonstrates a real belief in public service, focusing on what matters to the public and will best serve their interests. Ensures that all staff understand the expectations, changing needs and concerns of different communities, and strives to address them. Builds public confidence by actively engaging with different communities, partners and stakeholders. Identifies the best way to deliver services to different communities. Understands partners' perspectives and priorities, and works co-operatively with them to deliver the best possible overall service to the public.

**Working with others**

Builds effective working relationships with people through clear communication and a collaborative approach. Maintains visibility by regularly interacting and talking with people. Consults widely and involves people in decision-making, speaking to people in a way they understand and can engage with. Treats people with respect and dignity regardless of their background or circumstances, promoting equality and the elimination of discrimination. Treats people as individuals, showing tact, empathy and compassion. Sells ideas convincingly, setting out the benefits of a particular approach, and striving to reach mutually beneficial solutions. Expresses own views positively and constructively, and fully commits to team decisions.

**Vetting Clearance Level:** Developed Vetting & STRAP.

**Line Management:** Operation Denton Review Lead.