



ROLE PROFILE

Role Title:	ROCU Intelligence Analyst
Department/Unit:	ROCU
Rank/Grade:	SO1
Reporting to:	ROCU Senior Intelligence Analyst
Main purpose of the role:	The post holder will under general supervision but often operating independently) be responsible for reviewing, analysing, and interpreting intelligence held by the forces in the region and our partner agencies to identify risk, threat, harm and opportunity in relation to serious and organised crime. The post holder will be required to present these findings in written form to present recommendations that support tactical and strategic decision making. Post holders will provide analytical support to police operations and investigations through explaining patterns, relationships, cause and effect. Crime Analysts will perform to National Occupational Standards and demonstrate competency in the nine analytical techniques as described by the National Intelligence Model. To contribute to achieving the ROCU Vision, Mission and Values.

Key Responsibilities

- Through the identification, assessment and review of OCGs, Individuals and Vulnerabilities provide analytical support to disrupt crime and disorder problems using the analysis of sensitive data, force data bases and partner agency data.
- Develop intelligence collection plans to support the identification of new OCGs, Individuals and vulnerabilities
- Evaluate the effectiveness of pro-active operational activity and problem solving to develop effective recommendations based on good practice.
- Support police operations and investigations by analysing links in information upon which lines of enquiry are progressed. The analyst must participate in briefings and provide updates on findings or highlight information gaps.
- Maximise the use of information to identify a wide range of internal and external sources and use analytical tools to represent complex data as an analytical assessment of the threat from organised crime to inform regional tasking and the accurate allocation of resources
- Provide useful analysis through reports and presentations, which contain recommendations that inform tactical and strategic decision making.
- Any other duties/responsibilities commensurate with the post

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



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Entry Requirements

- Well-developed critical thinking and numeric skills
- Experience in data analysis and/or qualitative research skills
- Experience in working with customised databases, computer packages
- Good communication skills, both written and oral

Any other General Requirements/Scope

- Section / Location: ROCU SIU
- The post holder may on occasion be required to work in different locations other than the home station
- Pool cars are available for travel required during work hours
- If using a private vehicle or a pool car then business insurance needs to be organised by the individual and the post holder must have a full and valid UK driving licence.
- SC Vetting and MV Vetting will be a requirement or as otherwise advised by the BCH Vetting Department.
- 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.
- To take on the role of Evacuation Marshal if no volunteers come forward in the post holders work location.

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 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 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.