



Staffordshire Police - Role Profile

Business Intelligence Developer

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|------------------------|-------------------------------|
| Grade/Rank: | G |
| Directorate: | Operational Support |
| Reports to: | Head of Business Intelligence |
| Direct Reports: | No |

Role Purpose

This post plays a key role in developing, maintaining and evolving the business intelligence function and capability used throughout the organisation. The post holder will also be involved in the development of information solutions, visual application development and data reporting processes.

Key Tasks and Responsibilities:

- To work within a team to lead in the design, development and maintenance of business intelligence systems.
- To support colleagues through the provision of a technical infrastructure to enable effective reporting and production of key products to support research, analysis and intelligence capabilities.
- To interact with business, strategic and thematic leads to clarify, scope, design and deliver visualisations, analytics and informatics.
- Provide a professional point of contact for colleagues in respect of the development of business intelligence tools to enable products to be created that will support the organisation in problem solving and improving performance.
- Responsible for ensuring that the team builds and maintains good relationships with business leads and partner agencies.
- To actively engage in improvement projects that further enhance the organisations ability to deliver a high quality standard of service to the public.
- To draft and present information reports for use by managers and business leads in written and verbal formats both formally and informally as required.

And to be accountable for: (ie responsibilities held by others but measured and owned by this role)



Behaviours

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

Resolute, compassionate and committed

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|--------------------------|--|---|
| We are emotionally aware | Valuing Diversity | 3 |
| | Managing Sensitivities/Political Savvy | 3 |
| We take ownership | Customer Service | 3 |
| | Maintaining Accuracy/Sustainable Working | 3 |

Inclusive, enabling and visionary leadership

| | | |
|---------------------------------|--|---|
| We are collaborative | Partner Working | 3 |
| | Managing Complexity/Strategic Planning | 3 |
| We deliver, support and inspire | (self) Leadership | 3 |
| | Supporting Colleagues/Coaching & Mentoring | 3 |

Intelligent, creative and informed policing

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|-----------------------------------|------------------------|---|
| We analyse critically | Problem Solving | 4 |
| | Situational Judgement | 3 |
| We are innovative and open-minded | Continuous Improvement | 3 |
| | Futurology | 3 |

Education, Qualifications and Experience

Essential:

- Educated to degree level or equivalent.
- AND/OR
- 2 years' experience working in a business intelligence environment evidencing a high level of IT competence.
- Experience of utilising different computer software packages and bespoke analysis tools (e.g. MS Office, Business Objects, Data Visualisation, keyword analysis and web analytics)
 - Experience of testing in a business intelligence environment.
 - Experience of applying data standards and data security.
 - Experience of applying design principles methods, mapping user journey, wire framing and prototyping.

Desirable:

- Educated to degree level or equivalent in information technology/computing/informatics or related field.
- For the future:
- Advanced analytical BI apps: SPSS, R Studio, Weka



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|--|--|
| For the future: | |
| <ul style="list-style-type: none"> • Experience of utilising web based technologies such as: HTML, Java, CSS, KML • Experience of using programming languages such as R or Python. | |

Skills Matrix (See Skills Matrix)

Essential:

- Experience with business intelligence application administration, semantic layer design and advanced report writing.
- Experience of building high quality dashboards and visualisations in line with business and user requirements.
- Strong knowledge of relational and multidimensional database structures.
- Strong database query language skills including SQL
- Experience of working with senior managers, database developers, internal customers and external partners.
- Evidence experience of working to multiple deadlines, delivering results through effective planning and organising of your work, demonstrated by the ability to prioritise your own time and workload, working methodically, accurately and with minimal supervision.
- Excellent verbal and interpersonal skills being able to communicate, negotiate and influence across all levels of the organisation.
- Experience of working in a team and demonstrating the ability to coach and support colleagues.

Leadership Passport Level

| Practitioners & Team Leaders | 1 st Line Mngrs | 2 nd Line Mngrs | Senior Mngrs |
|------------------------------|----------------------------|----------------------------|--------------|
| 1 | 2 | 3 | 4 |

* Indicates that training will be provided as part of the role in this skill

CPD Requirements

- You will be expected to maintain continuous professional development in respect of the skills and knowledge required to complete your role.

Professional Registration/Licences

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| Special Conditions | | | | | |
|-------------------------------------|----------------------------|---------|---------|----------|--|
| Own car for business use | Yes – full driving licence | | | | |
| Higher level vetting required | Yes – enhanced level | | | | |
| Requirement to wear Uniform | No | | | | |
| Requirement for post entry training | Yes – if required | | | | |
| Fixed Hours | No | | | | |
| Weekend working expected | No | | | | |
| Shift allowance | No | | | | |
| Fixed term or temporary role | Yes | | | | |
| Politically Restricted | No | | | | |
| On call/standby rota | No | | | | |
| Flexitime Role | Yes | | | | |
| Notice Period | 1 week | 28 Days | 1 month | 3 months | |

| Agile Profile (See Agile Matrix) | | | | | |
|----------------------------------|-----------------|-----------------|-----------|-------|-------|
| Desk | Confidentiality | Systems & Email | Telephony | Paper | Hours |
| 1 | 5 | 4 | 4 | 4 | 4 |