



Staffordshire Police - Role Profile

Principal Crime Analyst

Grade/Rank:	I
Directorate:	Operational Support
Reports to:	Head of Service Delivery
Direct Reports:	Yes

Role Purpose

Responsible for the creation, development and delivery of all performance and intelligence analysis. Acting as an expert for the force in all intelligence related matters. To lead a team responsible for the creation of the analytical products that enable informed decision-making both at strategic, organisational, tactical and operational level mitigating threat, risk and harm. Building strong working relationships with stake holders at force, regional and national level. Part of the Knowledge Hub Management Team shaping its success to achieve policing across Staffordshire and Stoke

Key Tasks and Responsibilities:

- Act as a professional advocate who provides advice, direction, and expertise across the force on all performance and intelligence analysis related matters in order to contribute to the achievement of policing objectives.
- Direct, shape, develop and co-ordinate the provision of the organisation's analytical function, in order to provide a clear and consistent set of products that inform decision-making at a strategic, tactical and operational level.
- Influence and contribute to national consultations to develop analytical standards and ensure they are embedded into an organisational strategy.
- Develop and co-ordinate strategies for performance and intelligence analysis, designing and shaping analytical processes, contributing to the strategic direction of the organisation and ensuring that the analytical function is operating in line with objectives.
- Lead and inspire people to improve performance, providing direction and advising on professional development, in order to ensure that a professional and efficient service is provided at all times.
- Develop and implement frameworks, policy, and systems, including for the exchange of data and analytical products, so that information is managed in accordance with all relevant legislation and policy.
- Work in partnership with other agencies, forces, and other relevant regional or national organisations to deliver effective collaboration arrangements that will improve the force's efficiency and capacity to protect the public.
- Support and facilitate any audit or inspections or quality assurance processes (e.g. HMICFRS Peel Inspections or internal audits or internal quality assurance for the IPP to provide a thorough account of the forces view for standards of analysis.



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

Senior Analysts

Delivery of KH performance and analysis products

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

We are emotionally aware		Valuing Diversity	4
		Managing Sensitivities/Political Savvy	4
We take ownership		Customer Service	4
		Maintaining Accuracy/Sustainable Working	4

Inclusive, enabling and visionary leadership

We are collaborative		Partner Working	4
		Managing Complexity/Strategic Planning	5
We deliver, support and inspire		(self) Leadership	4
		Supporting Colleagues/Coaching & Mentoring	4

Intelligent, creative and informed policing

We analyse critically		Problem Solving	5
		Situational Judgement	4
We are innovative and open-minded		Continuous Improvement	4
		Futurology	4

Education, Qualifications and Experience

Essential:

- IPP accredited or be able to work towards accreditation

Desirable:

- Degree or significant work experience in a computing, statistical or mathematical related discipline

Technical/Operational Skills Matrix (See Skills Matrix)

Essential:

Desirable



<ul style="list-style-type: none">• Significant work experience in Performance and Intelligence within a Law Enforcement setting• Knowledge of statistical analysis methods and NIM techniques• Excellent verbal and interpersonal skills being able to communicate, negotiate and influence across all levels of the organisation• Experience of leading teams, working to multiple deadlines and delivering results through effective planning and organising of your staff and work demonstrated by the ability to prioritise own time and workload, working methodically and accurately with minimal supervision• Excellent communication skills, written and presentational to explain complex solutions to stakeholders in a clear and concise manner• Ability to maintain the highest levels of integrity, discretion and confidentiality.• Ability to use a range of communication and influencing techniques and methods to successfully negotiate, collaborate and/or effect change and engage with a diverse range of stakeholders.				
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

- Maintain continuous professional development in respect of the skills and knowledge required to complete your role
- Develop strategies with the aim of maximising and streamlining organisational knowledge hub products focusing on efficiency and effectiveness

Develop innovative tactics for acquiring, developing and evidencing performance information and analysis, which includes liaising with partner agencies and other police



- forces in order to develop joint strategies and maximising resources across law enforcement agencies.
- ☐ Develop analysis strategies for dealing with different types of pro-active investigation.
 - ☐ Develop strategies with the aim of maximising organisational performance.
 - ☐ Work closely with force-wide colleagues, in order to develop strong practices in relation to turning data into knowledge and insight.
 - ☐ Stay up-to-date and/or actively contribute to general intelligence advancements e.g. APP updates, POLKA IPP Community, wider analysis community.
 - ☐ Stay up-to-date with new approaches to evidence-based policing and apply this to your work.
 - ☐ Stay up-to-date with changing legislation (including current information on disclosure) and current national policing priorities.
 - ☐ Evaluate the impact of the IOPC (Independent Office for Police Conduct) Learning the Lessons reports relating to intelligence.
 - ☐ Develop knowledge of more public-facing roles within Policing, or partner agencies, to further operational awareness e.g. shadow a Police Superintendent.
 - ☐ Understand and develop knowledge of other roles within the Knowledge Hub e.g. work alongside other colleagues to further operational knowledge of each other's roles.
 - ☐ Maintain operational effectiveness e.g. attend other units within the law enforcement area they work in to seek feedback of the effectiveness of the Knowledge Hub.
 - ☐ Chair strategic meetings, conferences and working groups and facilitate discussions (adhering to current disclosure guidelines).
 - ☐ Coach and/or mentor less experienced colleagues and deliver training sessions to support learning and development.

Professional Registration/Licences

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Special Conditions

Own car for business use	Y				
Higher level vetting required	Y				
Requirement to wear Uniform	N				
Requirement for post entry training	Y – internal law enforcement training minimum				
Fixed Hours	N				
Weekend working expected	N occasional expectation				
Shift allowance	N				
Fixed term or temporary role	N substantive				
Politically Restricted	Y				
On call/standby rota	N responsible for others on-call				
Flexitime Role	Y				
Notice Period	1 week	28 Days	1 month	3 months	

Agile Profile (See Agile Matrix)



Base	Desk	Confidentiality	Systems & Email	Telephony	Paper	Hours
2	5	4	4	4	5	3