



Staffordshire Police - Role Profile

Business Intelligence & Analytics Developer

Grade/Rank:	G
Directorate:	DCC
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 and Analytics function and capability used throughout the organisation. The post holder will also be involved in the technical development of capabilities and solutions to enhance the organisation's efficiency and effectiveness through best practice exploitation of data.

Key Tasks and Responsibilities:

- To work within a team to lead in the design, development and maintenance of business intelligence and analytics processes and systems.
- To support colleagues through the provision of a technical infrastructure to enable effective reporting and production of key products, utilising and evolving business intelligence and analytics capabilities towards advanced analytics and greater exploitation of data.
- To interact with business, strategic and thematic leads to clarify requirements, scope, design and deliver visualisations, analytics and informatics.
- Provide a lead professional point of contact for colleagues in respect of the development of business intelligence and analytics tools to enable products that maximise the exploitation of data for business benefit, supporting the organisation in problem solving, efficiency and effectiveness.
- Responsible for ensuring that the team builds and maintains good relationships with business leads and partner agencies, including externally, to deploy best practice and identify opportunities for using wider data.
- To proactively engage in improvement projects that further enhance the organisation's ability to deliver a high quality standard of service to the public.
- To model data in a methodical manner, validate, test and explain clearly to business leads and report authors 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

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

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
- Relevant experience working in a business intelligence and data analytics environment evidencing a high level of IT competence.
- Strong experience of utilising business intelligence, analytics and data visualisation tools, such as Power BI, Business Objects, Tableau, Qlik and MS Office
 - Strong experience of validating and testing in a business intelligence environment.
 - Experience of applying data standards and data security.
 - Experience of capturing user requirements, applying design principles, mapping user journey, and prototyping.
 - Evidence of evolving capabilities that better exploit data for business benefit.

Desirable:

- Educated to degree level or equivalent in information technology/computing/data analytics/data science or related field.
- Experience of programming languages and advanced analytical BI apps: SQL, SPSS, R Studio, Python, Hadoop,
- Experience of utilising web-based technologies such as: HTML, Java, CSS, KML or application development
- Knowledge of statistics and mathematics, as well as cloud capabilities (eg. Azure/AWS)
- Experience of data quality, data literacy and information governance approaches, particularly in the public sector



Skills Matrix (See Skills Matrix)

Essential:

- Strong experience with business intelligence and analytics application administration, semantic layer design and advanced report development.
- Strong experience of building high quality dashboards and visualisations in line with business and user requirements.
- Technical knowledge of relational and multidimensional database structures, modelling data and an understanding of data warehouse approaches.
- Database query language skills including SQL
- Experience of working with senior managers, database developers/engineers, 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.
- Strong problem-solving skills and providing innovative solutions that enhance efficiency and effectiveness by exploiting data

Leadership Passport Level	Practitioners & Team Leaders	1 st Line Mngrs	2 nd Line Mngrs	Senior Mngrs
		1	2	3

* 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	No				
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