

Role Profile

Role Profile Part 1			
Role title	NWCU Intelligence Analyst	Grade/Rank	SO1
Dept/Area	NWCU	Vetting Level	MV
Responsible to	NWCU Deputy Head of Unit	Staff line managed	N/A
Reviewed by (Line Manager)	Sue Eddy	Date	12.05.25
Purpose of Job	To enhance operational policing in accordance with NWCU and Hampshire and Isle of Wight Constabulary's control strategies and Policing Plans through the timely delivery of analytical techniques and products that inform the decision making process.		
Key Accountabilities	1. To be a subject matter expert in analytical tools and techniques, and use professional expertise and evidence to influence others across the wildlife crime arena. 2. To analyse intelligence, evidence, information, incidents and crimes using a structured mental reasoning process to infer meaning that goes beyond the known facts. To reduce a mass of data to an understandable form; to develop hypotheses of criminal activity; and to draw conclusions -including the nature and scope of the activity, likely consequences and impact on resources. 3. To decide what qualitative data sources to be used for analysis; how best to access and retrieve that data. To evaluate how significant, important, relevant, credible data is and to handle the data in accordance with legislation and best practice, all with a view to problem solving, identifying intelligence gaps and associations between data. 4. Analyse highly complex information. This includes material from a variety of sources and in a range of formats. Breaking down data into its component parts, and reconstructing information into a format that derives meaning to ensure it is easily understood by the intended audience. 5. Assist and advise the senior managers in the development of effective policing tactics and strategies by preparing and presenting high-quality key intelligence products in suitable formats and proposing possible solutions to current and predicted criminal activity. 6. Take a lead role in the production of Strategic and Tactical intelligence products in order to develop an accurate understanding of threat, harm, risk and opportunity, decision making and the effective deployment of resources/assets. 7. Prepare and present the results of analysis in the most suitable format to all relevant parties and by giving evidence in court. Analysis results will be presented in a clear and understandable manner via the construction of network charts, tables or graphics, as required, using a variety of software packages matching the capabilities of complex large data sets with the needs of the customer.		

Role Profile

	8. Maintain knowledge in the specialised area of analytical techniques and the advances in intelligence analysis to inform not only their specialist area but other intelligence colleagues. 9. To attend and inform the UK Tasking and Coordination Group for wildlife crime and to propose recommendations which are appropriate and proportionate, continually reviewing in light of new information. 10. Give presentations to all levels of police and external personnel at both national and international workshops and conferences in order to illustrate the benefits and techniques of intelligence analysis and to exchange information, good practice and initiatives. Possess the ability to work sensitively with a range of different professional disciplines and organisations. 11. Respond to urgent requests, which can require change from one activity to another on request. Make sound judgement, deal with unpredictable interruptions and meet deadlines. Manage own detailed priorities in consultation with the Senior Analyst, adjusting priorities to meet frequently changing customer demands and reviewing on a regular basis, self-managing any conflicting demands. 12. To give regular and effective service. Note: This role profile is designed to assist post holders with understanding what is expected of them in their role. NWCU may ask them to undertake other duties, as required, which are not necessarily specified on the role profile but which are commensurate with the grade of the post. The role profile itself may be amended from time to time within the scope and general level of responsibility attached to the post. NWCU is located in Stirling, Scotland. It is hosted by ACRO which is part of Hampshire and Isle of Wight Constabulary (HIOWC). NWCU staff are employed as police staff under HIOWC terms and conditions with supplementary NWCU/ACRO procedures and guidance.
Additional Requirements	Follow GDPR guidelines and Constabulary policies in relation to accessing and handling personal data. All officers and staff must be aware of risk in relation to their role, please view the appropriate Health & Safety Risk Assessment for the role. On occasion the role holder may be required to visit various locations either within the UK or overseas. This may involve staying away from home. The role holder must be able to meet travel requirements so therefore possess a valid passport for travel outside of the UK and have access to a reliable system of transport where required.

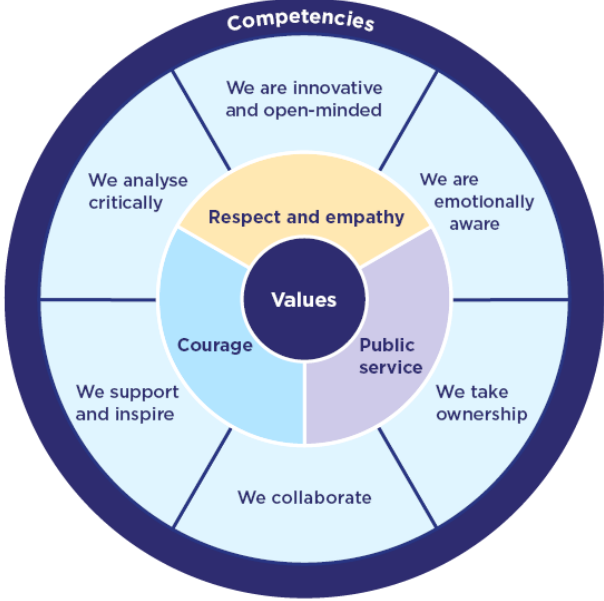
Role Profile

	An initial 6 month probationary period will apply on appointment to the role. All role holders will need to undergo and maintain appropriate vetting in order to carry out the full duties of the role. The successful candidate must be prepared to undergo the provisions of 'vetting' to a Security Clearance (MV) level. A loss or limiting of this security clearance may result in dismissal. May be asked to carry out fire warden duties to meet required standards if required. 2All role holders will be expected to attend and successfully complete various in-house and national courses and any other role specific training as required to fulfil the role requirements and maintain a professional development portfolio.
--	---

Role Profile Part 2	
CVF Recruitment Competencies and Level	We are Emotionally Aware Level 1 We Take Ownership Level 2 We Collaborate Level 1 We Support and Inspire Level 1 We Analyse Critically Level 2 We are Innovative and Open Minded Level 2 Courage Respect and Empathy Public Service
Education/Qualifications	Essential: Educated to QCF level 3 OR work experience deemed to have brought the role holder to a comparable level. Desirable: N/A
Experience and Skills	Essential: Proven record, or experience of using analytical skills to understand intelligence that affects or may influence the strategic direction of the organisation Ability to work unsupervised, on own initiative and to work to deadlines. Ability to manage high volumes of complex information.

Role Profile

	Ability to explain decisions and rationale clearly and accurately. Excellent written and verbal communications skills. Extensive specialist knowledge and practical experience of intelligence techniques. Desirable: Experience of conducting thematic MoRiLE scoring.		
Approved by People Services	Natalie Ladd	Date	15.05.25

Role Profile Part 3			
Competencies	All roles are expected to know, understand and act within the ethics and values of the Police Service.		
	We are Emotionally Aware	Level 1	
	We Take Ownership	Level 2	
	We Collaborate	Level 1	
	We Support and Inspire	Level 1	
	We Analyse Critically	Level 2	
	We are Innovative and Open Minded	Level 2	
Underpinning Values	Courage		
	Respect and Empathy		
	Public Service		
Initial Development Skills for new to role period	All staff are required to complete mandatory e-learning including annual DSE and Fire Safety plus any role-specific training required		
Continuing Professional Development	Courses and conferences should be attended to benefit professional learning and development.		