



ROLE PROFILE

Post Title:	Head of Data and Crime Science	
Grade:	LC12	JE: 1805
Location:	Corporate Development HQ	
Responsible to:	Head of Corporate Development	
Responsible for:	Senior CSP Analyst, Analysis and Insights Manager, Senior Business Analyst	

Job Purpose:

To support the organisation in the achievement of force purpose and objectives through the provision of an excellent Corporate Development research and analysis function.

To lead and manage all Corporate Development analytical and evidenced based research services ensuring the provision of Business Intelligence and Performance Management, Data Modelling, Partnership Information and Analytical Coordination.

The analysis and interpretation of statistical and management information within force strategy, priorities and Home Office guidelines, for the purposes of improving front line policing services to the communities of Lancashire.

To be the departmental lead to ensure all analysts and researchers are qualified and maintain IPP accreditation.

Key Responsibilities:

- To be the senior point of contact and advisor for the force on the provision of a high quality analytical, research and performance products to support the organisation at strategic, tactical and operational levels.
- Ensure the provision of performance analysis data meeting annual reporting requirements as well as feed into the strategic assessment and the tasking and co-ordinating of requirements of the organisation.
- Development of data for forecasting prediction models for strategic assessments and force management statements.

- To lead in the design, development and maintenance of predictive policing and demand models.
- Development of statistical models with the use of algorithms and using AI in understanding trends and data analysis.
- Ensure the provision of high quality analytical and research products, which are evidence based to support the identification of organisational threat, risk and harm and recommend actions to mitigate these.
- To be the department lead for IPP accreditation, CPD and training including leading, managing and developing senior analysts, analysts and analytical researchers.
- Develop and implement innovative plans for improving the quality of service, capacity and capability of the team's products supporting the front line, including the ability to maintain a thorough knowledge of systems software and processes associated with analysis.
- Improve the understanding of the analytical and research functions at all levels of the organisation, partner agencies and external bodies.
- To brief members of the organisation at all levels on identified threats, harm and risks, present the research and offer solutions and recommendations.
- Represent the force on a local, regional and national level to deliver presentations and share best practice.
- To work in collaboration with partners in preparing cross agency analytical products to reduce the threat and risk in communities.
- To work with the other SLT members to ensure collaborative working that delivers products and services that identify operational threats and risks and provides analysis and insights to support the front line to improve service delivery.
- To provide support or representation at various boards on behalf of the Head of Corporate Development. Work closely with the Head of Corporate Development in supporting data modelling.
- To carry out any other duties which are consistent with the nature, responsibilities and grading of the post

Behaviours:

The Competency and Values Framework (CVF) has six competencies that are clustered into three groups. These competencies will be incorporated into the interview stage of the selection process.

For more details on these competencies please follow the link provided.

<https://profdev.college.police.uk/competency-values/>

This role is required to operate at or be working towards the levels indicated below:

Resolute, compassionate and committed

Behaviour	Level	To be Identified by
We are emotionally aware	Level 2	Interview
We take ownership	Level 3	Interview

Inclusive, enabling and visionary leadership

We are collaborative	Level 2	Interview
We deliver, support and inspire	Level 2	Interview

Intelligent, creative and informed policing

We analyse critically	Level 3	Interview
We are innovative and open minded	Level 3	Interview

Please note the link will provide information about all competency levels; however, you should refer to the level indicated above.

The levels are progressive so for example if level 2 is applicable all the areas in Level 1 & 2 in that competency area would apply to the role.

Values:	
All roles are expected to know understand and act within the ethics and values of the Police Service. These will be assessed within the application/assessment or interview stage of the recruitment/selection process.	
Integrity	Impartiality
Public Service	Transparency

Qualification		
Essential	Desirable	To be identified by
Degree level qualification or equivalent in a relevant subject to the role.		Application Form
Knowledge / Experience		
At least 3 years management experience.		Application Form/Interview
More than 5 years professional analytical experience.		Application Form/Interview
Advanced numerical skills,		Application

e.g. the use of complex statistical and/or algebraic formulae, forecasting, and use of alternative number systems.		Form/Interview
Advanced literacy skills, e.g. composition of original reports, policies at a strategic level.		Application Form/Interview
Able to work under pressure to meet specific deadlines.		Application Form/Interview
Able to work on own initiative as well as part of a team.		Application Form/Interview
Able to negotiate with and influence stakeholders at a strategic and tactical level.		Application Form/Interview
Knowledge of Health & Safety, Equal Opportunities, Data Protection Principles and Community & Race Relations Legislation/issues		Application Form/Interview
Other		
An acceptable level of sickness absence in accordance with the Constabulary's Attendance Policy.		Attendance to be checked post interview by Recruitment for internal staff, via references for external applicants
Ability to travel on Constabulary Business		Application/Interview

Please note that the use of the terms "Assessment & Interview" is based upon candidates being successfully short-listed. In addition, the Division reserves the right to select the most suitable candidate based upon any combination of assessments that is deemed appropriate.

Date last updated: 18/12/2018