JOB DESCRIPTION

Position:	Wildlife Crime Intelligence Analyst
Responsible to:	Head of Intelligence
Responsible for:	None
Works With:	The Head of Intelligence, intelligence coordinators and links to all other League staff.
Location:	Hybrid – majority home based with infrequent office attendance in Godalming

Overview:

The crime intelligence analyst is responsible for the delivery and effective analytical intelligence service to support the Head of Intelligence, external affairs and the parliamentary team in the delivery of harm reduction and strategic aims of the organisation. The analyst is involved in the production of 'tactical products' for example Problem Profiles, CCA (Crime Comparative Analysis), CPA (Crime Pattern Analysis) and Intelligence Assessments. These products highlight analytical insights based on research and analysis of complex data sets to support the organisational priorities with a strong emphasis on recommendations with the aim of shaping and influencing internal and external audiences.

The post holder will need substantial experience of providing high quality analytical services including geospatial analysis, fast time operational support, organisational intelligence and performance analysis and locational analysis. The post holder will be expected to be based at home for the majority of time with a need to attend head office in Godalming on occasions.

The League Against Cruel Sports is Britain's leading charity working towards a kinder society where persecuting animals for 'sport' is in the past.

Redefining what is acceptable and inspiring change, we were instrumental in helping bring about the landmark Hunting Act 2004. Driven by compassion and empowered by knowledge, we manage sanctuaries to protect wildlife, carry out investigations to expose law-breaking and cruelty to animals, and campaign for stronger animal protection laws and penalties.

United, we will end animal cruelty in the name of 'sport'.

Purpose of Job:

- Utilise analytical insights to shape and influence internal and external audiences by underpinning highly effective campaigns and investigations with research and analysis of complex data sets.

JOB DESCRIPTION

Principal Responsibilities:

- Contribution to, and development of, League intelligence services to support our covert investigations.

- Research and analysis of all League Intelligence, knowledge systems and operational reports.

- Production of tactical and strategic target profiles, problem summaries and profiles and topic led strategic document in line with the National Intelligence Model (NIM).

- Production of material for other internal teams to support the strategic aims of the organisation.

- Production of documents to support external agencies with a mutual goal to the League.

- Compliance with all relevant policies and procedures relating to Standard Operating Procedures and Data Protection.

- Working with intelligence coordinators on our supporter funded Animal Crimewatch.

- External presentation when required of intelligence and analytical services.

- Managing the League's geospatial mapping tools for analysis and the wider organisation.

- To provide analytical support and guidance to management teams in all aspects of incident investigation at tasking and coordinating meetings.

- To collect, evaluate and analyse data from various sources.

- Ensure all information obtained is collated and summarised, with all supporting documents recorded for assessment and review.

- Liaise with appropriate external agencies, partners and contractors to identify relevant information.

- To assist in the development of intelligence collection plans to ensure the effective communication of these to: Senior Leaders and external partners.

- To develop and maintain knowledge of current intelligence together with crime trends and patterns relevant to the organisation.

- To utilise their subject matter knowledge to inform upon and recommend likely targets or pathways of resolution.

- Prepare briefing notes and deliver clear presentations where appropriate ensuring that the medium used is suitable for the audience, such as storyboards using PowerPoint.

- When required to do so, offer specialist guidance, influencing decision making by the senior leadership.

- Work to a high level of integrity, routinely handling sensitive information, and as such following GPMS and other guidance with regard to handling and storing this data.

- Working in line with company policies and processes, in particular health and safety and information security.

- Actively work to embed sustainability into day-to-day practises, advancing sustainability at the charity.

- Take an inclusive and collaborative approach to teamwork and stakeholder engagement.

- Any other duties that are reasonably asked of you.

JOB DESCRIPTION

Skills/Knowledge	Essential	Desirable
Professional and Technical Qualifications	▪ A degree level in relevant subject or equivalent qualification or experience within a similar environment.	▪ Completion of College or Policing IPP or equivalent in intelligence analysis.
Experience and Knowledge	▪ A record of successful analytical work in a comparable organisational environment, such as law enforcement. This must include operational and organisational analysis. ▪ Evidence a good understanding of the requirements of the National Intelligence Model (NIM). ▪ Understanding of, and ability to apply, relevant legislation (i.e ECHR, RIPA, CPIA, Data Protection). ▪ Evidence of presentation of intelligence and analytical products to internal and external audiences. ▪ Evidence of effective interpersonal and communications skills (written and spoken) with a range of people. ▪ Evidence of planning and organising workloads and project delivery. ▪ Evidence of a creative and innovative response to problem solving. ▪ Experience of collating, evaluating, structuring and processing data to identify patterns, series, similarities and discrepancies within a variety of information types. ▪ Evidence of working with, interpreting and simplifying complex data sets. ▪ Ability to work in a high pressure environment yet still providing accuracy at all times and a high level of detail.	▪ Use of Mapcite, Mapinfo, Esri or equivalent. ▪ Experience working in a hybrid environment. ▪ Knowledge of CLUE intelligence database or similar. ▪ Knowledge and understanding of covert investigation tactics.
Skills and Competencies	▪ Ability to manipulate and understand management/performance data. ▪ The ability to use software packages in the charting and analytical preparation of data. Including analysts' notebook, geospatial and locational data tools. ▪ A high level of computer literacy including open source (OSInt) research, all social media platforms (SOCMint), MS Word, Excel, Powerpoint and Outlook.	▪ Excel Power Query user.

JOB DESCRIPTION

Personal Characteristics

1. A genuine empathy and compassion for animals and commitment of the objectives and purpose of the League.

2. A collaborative approach to work and a commitment to the values of accountability, openness and diversity.

3. A credible, approachable person that can build rapport and win hearts and minds for the League.

4. The courage and resilience to work in challenging environments and manage demands in an emotionally mature way.

5. The ability to drive forward change and adapt response accordingly to changing needs and circumstances.

6. Ability to respect and maintain confidentiality and remain discreet.

7. Credible, resourceful and reliable in delivering responsibilities to time and to standard.

8. Persuasive and influential in achieving desired outcomes through others.

9. Committed to continuous improvement.

10. Considerate and respectful of others.

11. Independent decision maker.

12. Dynamic, flexible and innovative in their approach to intelligence and analytical service provision.

Acknowledgement

I acknowledge receipt of this job description. I confirm that I have read, understood and accept the requirements of this role.

Signed by the employee:	
Printed name:	
Date:	