



Role Title:	Serious Violence Partnership Analyst
Grade & Salary:	Police Staff Grade I (£31,434.00 - £37,953.00)
Hours:	37 hours
Department or Division:	Partnership and Prevention
Location:	Ripley Police HQ/Agile Working
Post Reports to:	Serious Violence Co-ordinator
Suitable for job share or part time:	Yes
Other Considerations:	<p>All successful applicants will be required to submit themselves for drug testing in line with the Force's Drug Policy.</p> <p>Flexible working hours. The ability to travel to remote locations throughout the county is required, casual car user allowance will be available. Some evening and weekend work may be required.</p> <p>This role is a 2 year fixed term contract</p>

Purpose and Description of Job Role:

To lead on strategic analysis of serious violence including the on-going development of multiagency local strategic needs assessment.

To drive performance oversight and enable the Serious Violence partnership to make evidence led decisions for work streams and projects overseen by the team

The role will support a multi agency approach to Derbyshire's response to prevention and reduction of Serious Violence in the City and County area

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Specific Roles and Responsibilities:

To lead on the development, provision and interpretation of multi-agency data sets to monitor and report on the extent and nature of serious violence and the prevalence of known risk and protective factors.

To lead on the development and dissemination of a multi-agency interactive serious violence dashboard in line with agreed data sharing parameters

Support work to improve access to and the analysis of relevant partnership data

To establish and monitor operational and strategic serious violence performance monitoring including in relation to the performance of serious violence funded interventions and advise the appropriate partnership board on Serious Violence trends including providing exception reporting, making recommendations and further analysis as requested

To lead on the review and refresh of the Serious Violence Strategic Needs Assessment and thematic deeper-dives/ chapters to continuously enhance and monitor serious violence trends and inform planning and action

To collaborate with Derbyshire Police and other partners to develop analytical products to inform tactics and operations including for multi-agency problem-solving

To produce analytical products and advice for multi-agency partnerships including Community Safety Partnerships to support local place-based responses to Serious Violence

To provide analytical advice and support to the Serious Violence work to gather and understand community and young person's insights into Serious Violence

To produce high quality and verbal reports for disseminating analytical results to senior and operational stakeholders including the Police and Crime Commissioner

To translate challenging analysis work and be able to present to a wide range of audience, including local and national Government representatives.

To contribute to the Serious Violence work in developing and operationalising multi-agency Data Sharing Agreements

To be an active contributor to the national serious violence network including forging links with VRUs who can assist in the local development of data analytics

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To represent Derbyshire at local and national Serious Violence meetings and forums including providing timely information to national stakeholders (e.g. the Home Office) including in relation to grant funding returns

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To support police and partners in formulating and submitting bids for additional funding through the provision of relevant data analysis

Skills & Experience Required:

Essential:

- To be educated to degree standard in a subject involving research, statistics or business management or demonstrate ability to work at that level
- Proven ability to interpret and analyse data from a variety of different sources.
- Experience of research, interpretation and analysis-based work.
- Experience of effectively working with other individuals and organisations on key strategic projects.
- Experience of using a variety of Data Analytics products.
- Experience of working in a high profile or political environment and at pace.
- Use of initiative and take responsibility for decisions regarding projects/performance plans within the parameters of your remit to overcome and resolve key issues with appropriate stakeholders
- Demonstrate a level of awareness of diversity issues appropriate to this role.
- Excellent organisational skills including the ability to work under pressure and balance competing demands.
- Ability to collaborate towards a common purpose and an effective team player.
- Ability to communicate (both written and verbally) complex and specialist information to a range of audiences through various mediums.
- Excellent IT skills including extensive experience using all common Microsoft packages, detail focused with a concern for accuracy.
- Demonstrable experience of partnership working and taking a problem solving

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approach.

- Demonstrate significant experience of the use of all Microsoft Office packages with experience of producing management reports and data
- To be able to travel for business purposes
- Demonstrate knowledge of relevant legislation, (i.e., Data Protection).

Desirable:

- Awareness of applying a public health approach to understanding and monitoring serious violence including analytical methods used in understanding the epidemiology of serious violence and the monitoring and risk and protective factors
- Understanding of multi-agency data as relevant to the above
- Experience of working in a community safety, criminal justice, social care or healthcare setting
- Experience of working in the field of serious violence
- Demonstrates experience of statistical analysis packages such as Business Objects, SPSS or programming experience.

Demonstrate experience of database or design

Personal Qualities:

We have identified 9 competencies that help describe what effective behaviour looks like in Derbyshire Constabulary. These competencies illustrate how we put our Force's guiding principles into practice so that everyone understands what is expected of them in their day-to-day work

Acting with Integrity: Is trusted and respected by others and is known as someone who does what they say they'll do. Understands the impact and consequences of doing (and being seen to do) the right thing, is happy to raise concerns and will challenge inappropriate or unethical behaviour.

Working with Others: Works to develop a positive team spirit and appreciates the value different backgrounds and experience can contribute to team success. Is approachable and inspires others to do their best. Treats others with dignity and respect, and maintains a positive, friendly outlook. Appreciates the contributions of others – and lets them know.

Problem Solving & Innovation: Uses experience, creativity and common sense to solve problems practically and innovatively. Makes sure they fully understand the problem, its cause and implications. Seeks the input and views of others. Weighs up options to make sure the solution they choose is the most effective and makes good decisions in a timely way.

Planning and Organising: Is clear about their goals and creates plans and processes that are targeted at

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the right priorities – those that will truly deliver the most value. Copes well with change and uncertainty, knows that it's not always possible to get the full picture or remove every risk before taking action.

Communicating & Influencing: Presents written and verbal communication in a clear and effective way. Puts across points of view persuasively, but keeps an open mind and is willing to change their position if sound arguments are presented back.

Personal Development: Takes opportunities to improve their skills, knowledge and experience. Gives and seeks constructive feedback to help them and others develop successfully.

Delivering Results: Delivers what is needed when promised. Enjoys adding value, knows what needs to be done and stays focused. Identifies issues or obstacles that could prevent or delay getting things done and takes appropriate action.

Customer Focus: Knows how they personally support the service we provide to the public. Is absolutely passionate about adding value for the public and internal stakeholders, improving processes and removing unnecessary cost and waste. Understands how their attitude and behaviour impacts on public perception of the service we provide.

Operational & Technical Awareness: Keeps well-informed and knows what internal and external factors could impact on our performance. Promotes and pushes activity that improves performance and our service to the public. Is knowledgeable and effective in their area of expertise.

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