

Grade : Intelligence Analyst
Department : The Royal Gibraltar Police
Responsible to : Superintendent of Division

JOB PROFILE

To provide professional intelligence analysis capability within the Royal Gibraltar Police by identifying, assessing and articulating threats, risks, patterns and opportunities, and by producing analytical products that support informed decision-making at strategic, tactical and operational levels.

Key Accountabilities - (This section details the key responsibilities required of the role)

- Work with senior analysts, investigators and operational leads to define analytical requirements, terms of reference and desired outcomes for intelligence products.
- Gather, evaluate and analyse information and intelligence from multiple sources in order to identify trends, networks, risks, priorities and opportunities for intervention.
- Apply recognised analytical techniques and structured methodologies to test hypotheses, identify intelligence gaps and develop sound, evidence-based assessments.
- Produce clear, accurate and timely analytical products, briefings, reports and visualisations to support strategic, tactical and operational decision-making.
- Support investigations, tasking processes, safeguarding activity and wider policing priorities through intelligence analysis that informs operational plans and resource deployment.
- Interpret and communicate complex findings in a way that is relevant, proportionate and accessible to officers, police staff, senior leaders and partner agencies.
- Maintain an up-to-date understanding of current and emerging threats, serious and organised crime issues, vulnerability themes and local policing priorities.
- Use intelligence systems, databases, analytical software and open-source research tools responsibly and in accordance with policy, legislation and professional standards.
- Contribute to court-related products, evidential analysis, case conferences and operational meetings where analytical input is required.
- Support the development of researchers or junior analytical staff through guidance, quality checking and the sharing of professional good practice where required.
Ensure all analytical work complies with legal, ethical and organisational requirements relating to data protection, investigatory powers, disclosure and information management.
- Maintain accurate records of analytical activity, assumptions, methodology, intelligence gaps and recommendations.
- Build effective working relationships with operational teams, partner agencies and key stakeholders to strengthen the use of analysis in policing activity.
- Maintain and develop professional competence, including progression towards or maintenance of relevant intelligence professionalisation accreditation where required.
- Undertake any other duties commensurate with the grade of the post as may reasonably be required.



All RGP staff are expected to understand and act within Our Code of Ethics and Competency and Values Framework (CVF).



COMPETENCY AND VALUES FRAMEWORK (CVF)



The CVF aims to support all policing professionals and sets out recognised behaviours and values which provide a consistent foundation for a range of processes. This framework ensures that there are clear expectations of everyone working in policing which in turn will lead to standards being raised for the benefit and safety of the public.

The CVF has six competencies that are clustered into three groups. Under each competency are three levels that show what behaviours will look like in practice. The table below highlights the levels for this role.

[Click here to access the Competency and Values Framework \(CVF\) document.](#)

Resolute, compassionate and committed	
We are emotionally aware Level 2	We take ownership Level 2
Inclusive, enabling and visionary leadership	
We are collaborative Level 2	We deliver, support and inspire Level 2
Intelligent, creative and informed policing	
We analyse critically Level 2	We are innovative and open-minded Level 2



Qualifications, Experience and Skills

PERSON SPECIFICATION – INTELLIGENCE ANALYST		
CRITERIA	ESSENTIAL	DESIRABLE
Qualifications:	<ul style="list-style-type: none"> • Degree level qualification in intelligence analysis, criminology, policing, social science, data analysis or a related discipline, or equivalent significant relevant practical experience. • Willingness and ability to undertake role-specific intelligence analysis training and accreditation. 	<ul style="list-style-type: none"> • Professional analytical training, intelligence accreditation or recognised qualification in research, data analysis or investigative practice.
Experience:	<ul style="list-style-type: none"> • Demonstrable experience of collecting, evaluating, analysing and presenting information or intelligence from a range of sources. • Experience of producing analytical reports, briefings or assessments that inform decision-making. • Experience of working accurately with confidential, sensitive or restricted information. • Experience of managing competing priorities and delivering analytical work to deadlines. 	<ul style="list-style-type: none"> • Experience within policing, law enforcement, criminal justice, safeguarding, government intelligence or a similar investigative environment. • Experience of supporting serious and organised crime, public protection or multi-agency risk management activity.
Knowledge:	<ul style="list-style-type: none"> • Knowledge of analytical techniques, critical thinking methods and structured approaches to intelligence assessment. • Understanding of data protection, information management, confidentiality and the lawful handling of intelligence. • Awareness of policing priorities, threat assessment principles and the role of intelligence in prevention, disruption and enforcement activity. • Good understanding of Microsoft Office and the handling of data in multiple formats and from multiple sources. 	<ul style="list-style-type: none"> • Knowledge of the National Intelligence Model, analytical software and policing intelligence systems.
Key Skills and Behaviours:	<ul style="list-style-type: none"> • Excellent analytical, problem-solving and evaluation skills. • Strong written and verbal communication skills, including the ability to present complex information clearly and persuasively. • Able to influence decision-makers through clear rationale, evidence and well-structured recommendations. • Able to work independently, exercise initiative and manage issues with minimal supervision. • Able to build positive working relationships 	<ul style="list-style-type: none"> • Ability to communicate effectively in Spanish. • Experience of producing charts, visual products or analytical presentations for senior forums.



	<p>with specialist and non-specialist colleagues.</p> <ul style="list-style-type: none"> • Able to maintain objectivity, professionalism and discretion at all times. 	
Other requirements:	<ul style="list-style-type: none"> • Able to maintain the required vetting level and undertake any role-specific accreditation or development required for the post. 	•

Required Vetting Level:

Management Vetting (MV)

All personnel with long-term, frequent and uncontrolled access to 'Secret' (and occasional access to 'Top Secret') assets or information should hold MV. MV is also a requirement for roles with duties, responsibilities or access that could present an increased risk to the RGP, as designated by Head of Professional Standards / Information Governance Manager. MV is also a pre-requisite for a NSV Security Clearance (SC). **Valid for 7 years**

Security Clearance Enhanced (SC) (E)

Security Clearance (SC) This level of Vetting is required for employment in Designated Posts that involve long term frequent access to 'Secret' government assets and occasional 'Top-Secret.' Individuals requiring SC Vetting must obtain MV Vetting first. The two vetting levels run alongside each other. **Valid for 10 years**

