MOPAC | **MAYOR OF LONDON**
OFFICE FOR POLICING AND CRIME

JOB REMIT

Role	Research and Analysis Officer	Team	Evidence & Insight
Reports To	Principal Research Officer	Directorate	Strategy
Post Reference		Grade	6

Purpose of the Role

Evidence & Insight is a dedicated in-house social research team consisting of experienced analysts and researchers conducting analytics into crime, criminal justice and policing for London. The team work for the Mayor's Office for Policing And Crime (MOPAC) which is the organisation through which the Mayor of London exercises his role as the Police and Crime Commissioner for London.

Main Duties and Key Accountabilities of the jobholder

- Develop and maintain performance analysis and reporting products (e.g., Dashboards) to enable MOPAC discharge its statutory duties for public accountability across crime and policing in London and, in particular, develop a good understanding of and robust oversight of performance by the MPS and partner agencies across crime, anti-social behaviour and public protection.
- Responsible for the provision of analysis on MPS data quality/recording procedures to ensure that they comply with the National Crime Recording Standards and other relevant standards as set out by the Office for National Statistics.
- Support London-wide strategic consultation to ensure the needs of London and Londoners impact on the Police & crime Plan for London and the work of the MPS and criminal justice and community safety partner agencies.
- Support improvements in support for victims and witnesses through critical analysis of customer service and complaints data.
- Work closely with colleagues across MOPAC and MPS to monitor performance against commitments in the Police and Crime Plan and highlight key areas for MOPAC action.
- Through the provision of evidence contribute to national debates on crime and policing performance management and police customer service and contribute to the development of national policy on crime and policing through the provision of evidence.
- Maintenance of effective cross agency data sharing arrangements to facilitate effective cross agency data sharing arrangements to facilitate effective offender management and community safety partnership work.
- Support matrix management arrangements in area based teams working to deliver a range of programmes and services whilst supporting work on priority policy issues.

Working Relationships and Contacts

The post holder will be required to help build and maintain effective working relationships across the GLA family, partner agencies and their representative bodies, the Metropolitan Police and statutory and third sector partners

Role Requirements

Research and analytical experience is essential. It would be a significant advantage to have experience of , implementing and overseeing performance regimes, data recording systems and performance management

systems in complex organisations. In depth knowledge of policing and crime and levers available to drive performance improvement in a policing and wider public service context. Experience of analysing qualitative and quantitative data and presenting complex information to senior stakeholders through written reports and presentations.

Required Competencies
Specialist

Delivering Outcomes

Delivers quality outcomes to meet objectives

Uses specialist knowledge and skills to support the delivery of relevant objectives. Ensures a high quality service, balancing the needs of customers and stakeholders. Manages a range of tasks, delivering to time and quality. Adapts and responds to shifting priorities. Deals with Challenges and generates solutions.

Manages work through informed and reliable judgement

Uses specialist knowledge and skills to inform decision-making, and minimise risk where practicable. Provides guidance and support, seeking it where appropriate. Promotes continuous improvement proactively by identifying, sharing and applying lessons learnt.

Organisational Influence

Acts with Professionalism

Behaves appropriately, taking personal responsibility for own actions and setting a good example for other colleagues. Actively demonstrates the promotion of equality and valuing of diversity and helps others to do so. Develops from own experience and supports the development of others where relevant. Takes account of how own behaviour affects others.

Maintains a current understanding of specialist area.

Shows initiative, personal resilience and motivation to deliver a quality service. Upholds legislation, regulations and policy, acting with integrity and challenging those who do not.

Develops effective communications and working relationships

Builds effective relationships with customers, colleagues and stakeholders. Communicates effectively and inclusively with customers, senior managers and team members. Ensures clear, two-way communication through listening and responding appropriately, learning and sharing information. Upholds organisational reputation.

Productivity

Manages own time and relevant resources efficiently and effectively

Prioritises work and use of resources to meet relevant objectives. Ensures time and resources are used in a way that best meets customer and MPS needs. Uses MPS resources efficiently, ethically and appropriately. Shows support for efficient working.

General Responsibilities

- To adhere to MOPAC's Equality & Diversity and Equal Opportunities policies in all activities.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with MOPAC Health and Safety policies.
- To work in accordance with data protection policies and adhere to Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected.