

JOB REMIT

Role	Research Analyst	Team	Evidence & Insight
Reports To	Research and Analysis Officer	Directorate	Directorate of Strategy
Post Reference	MOPAC12	Grade	7

Purpose of the Role

Working within a multi-skilled flexible team of social research analysts, the role holder will deliver high quality qualitative and quantitative analysis to support the Police and Crime Plan. In particular contributing to promoting public confidence in the Metropolitan Police Service and crime reduction through supporting the development and delivery of policy and programmes through evidence based advice and reporting.

Main Duties and Key Accountabilities of the jobholder

- Awareness of different research methodologies and their respective pros and cons.
- Survey design and analysis (software such as MR interview, Smart survey).
- Extraction, cleaning, analysis and interpretation of data from a variety of MPS databases (e.g.) CRIS, CRIMINT, DARIS, Mapinfo, MetMIS, Metstats, PNC, Mapinfo, IQuanta, Fboc.
- Conduct quantitative data analysis (e.g. crosstabs, significance testing, regression).
- Comfortable/experience of working with large data sets
- Support qualitative data analysis (thematic analysis).
- Awareness of evaluation methodologies and techniques.
- Working knowledge of statistics / statistical inference (e.g. bivariate and multivariate statistics) and statistical software, in particular SPSS (e.g. writing and running syntax).
- Knowledge of cost/benefits realisation and analysis.
- Understanding of organization performance management.
- Scan research and put together literature reviews.
- Liaison with stakeholders (and other customers) where appropriate.
- Writing reports for a range of audiences.
- Writing and conducting presentations.
- Attend training/workshops/ conferences as required.
- Project support with opportunities for project management.
- Opportunities to line manage placement students and/or interns.
- Some unit responsibilities (e.g. health and safety, IT champion)

Working Relationships and Contacts
<p>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.</p>
Role Profile
<p>Research and analytical experience is <u>essential</u>. 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.</p> <ul style="list-style-type: none"> • Graduate and/or professional qualification in Criminology, Forensic psychology, Social science or related analytical area. Or the ability to demonstrate the equivalent level of knowledge, skills and competencies. • Proficient in the use of Word, PowerPoint and Excel. • Relevant role experience in quantitative social research. • Proficiency in large scale data manipulation, analysis and statistical methods and software (e.g. bivariate, multivariate analysis and writing and running syntax). • Ability to communicate and influence staff and stakeholders. • An effective influencing style through clear written and personal presentation. • The ability to identify and incorporate relevant academic (or other external) literature in policing and criminal justice improvement. • Experience of quantitative and qualitative analysis, including survey analysis would be desirable. • Knowledge of a variety of research methods (in particular experimental methods and survey design/analysis) is desirable. • Knowledge of cost/benefits realisation and analysis would be desirable. • Ability to work independently and manage own time. • Ability to work as part of a multi-disciplinary team. • It would be also <u>desirable</u> to be able to demonstrate an understanding and/or experience of MPS databases and other related Criminal Justice System (CJS) data tools e.g. Public Attitude Survey, User Satisfaction Survey, CRIS, CRIMINT, DARIS, Mapinfo, MetMIS, Metstats, PNC, Mapinfo, IQuanta, MR interview, Smart Survey, SPSS, OGRS.

MOPAC COMPETENCY FRAMEWORK

Specialist Support

Delivering Outcomes

Delivers quality outcomes to meet objectives

Works to support the delivery of relevant objectives and meet the needs of customers and managers. Undertakes a range of tasks, ensuring outcomes are delivered to a high quality standard within the required timeframe.

Works to support effective decision-making

Helps others by supplying them with appropriate information and support where relevant. Ensures appropriate record keeping, feeding back learning for future working.

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. 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 local objectives. Ensures time and resources are used in a way that best meets customer and MOPAC needs. Uses MOPAC 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.
- Interactions with senior managers and staff.

- To promote the use of the evidence base in decision making in policing and criminal justice across London.