BRITISH TRANSPORT POLICE

JOB DESCRIPTION   APPENDIX C

Before completing this form, please read the BTP *'Guide to writing job descriptions for Police Staff roles'* Appendix B to the SOP.

A.   POST DETAILS:

Job Title:	**Fusion Analyst**	Current Grade:	B001
Department:	National Disruption Fusion Unit (NDFU)	Area:	FHQ
Reports To:	Fusion Team Leader	No of Posts:	2
Level of vetting	MV		

B.   PURPOSE OF THE POST: *Why the post exists and what it has to achieve*

The Fusion Analyst is a multi-diciplinary expert with a broad skill set that spans classical intelligence and performance analysis as well as advanced data analytics. The purpose of the post is to design, create and deliver national products to various internal and internal stakeholders. The Fusion Analyst will utilise a broad range of analytical techniques and technologies to deliver automated tactical and strategic insight in order to reduce police-related disruption on the railway network, improve safety, identify targeted improvements and prevent major disruption events before they occur (incidents of trespass, suicide, level crossing misuse, cable theft, vandalism).

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C. **DIMENSIONS OF THE POST** *The key statistics associated with the post*

Financial – Direct or Non-Direct

- **Non-Direct –** Infulence over the creation of analytical products that will guide both British Transport Police (BTP) resource deployments as well as Network Rail (NR) asset changes/upgrades (which will have a financial implication for the industry)

- **Staff Responsibilities – Direct or Non-Direct**
- **Direct** – Coaching and Mentoring Responsibility for the Fusion Data Officer. Provision of analytical leadership for student analysts or persons on secondment.

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D.   PRINCIPAL ACCOUNTABILITIES: *What the job is accountable for and required to deliver*

- Supporting the design, development, implementation and maintenance of national strategic insight assessments for both BTP and NR, identifying practical recommendations for consideration and implementation by pan-industry stakeholders
- Deliver the NDFU data strategy which includes the performance and intelligence reporting cycle for national disruption reporting as detailed in Service Level Agreement, increasing automation within the process where possible
- Analyse a range of complex data sets from NR, Railway Safety Standards Board (RSSB), Train Operating Companies and BTP to develop strategic insights and recommendations based on the best available evidence
- Responsible for dashboard design and maintenance to enable customer self-service through all available softwares (Microsoft Power BI, Tableau, Buisiness Objects)
- Manage quantitative and qualitative work alone, as part of a team as well as with other departments (both internal and external) and present strategic work at varying levels across both BTP, RSSB and NR
- Assist in the identification and tracking of best practice across all stakeholder organisations to support continuous improvement and present findings at relevant stakeholder meetings
- Identify potential future risks relating to railway safety through predictive analysis and constant horizon scanning to both protect the travelling public and safeguard BTP and NR against risk
- Identify strategic issues of organisational importance relating to information gaps and data transfer across organisations or department, and make recommendations based on analysis to senior officers, NR Senior Management and railway industry partners
- Be a knowledge expert for police related disruption and communicate analytical work to senior internal and external stakeholders through tailored presentations and be prepared to act as a subject advisor to stakeholders
- Deputise for the Fusion Senior Analyst as and when required and provide analytical training to new members of staff

E.   DECISION MAKING:

Make decisions

Influence over the deployment of Force-wide disruption analytical resources including data administrators. Responsible for ensuring analysis is carried out and presented to a high standard and delivered in a timely fashion. Ensuring recommendations are made to decision makers making to improve resource allocation and tactical or strategic decision making.

Significant say in decisions

Required to make significant contributions to the design, construction and final content of the Force Strategic Assessment and the setting of the Force priorities in the Control Strategy as well as NDFU core products as detailed in Service Level Agreement.

F.   CONTACT WITH OTHERS: *The frequent contacts the post holder has with others and for what purpose*

Internal

- Chief Officers and Heads of Department
- BTP areas aligned to the broad 'safeguarding the railway portfolio' including the National Suicide Prevention and Mental Health (SPMH) team, the Designing Out Crime Unit (DOCU) and the BTP Safguarding Team
- BTP Embedded Disruption Officers, all Police Officers and police staff

External

- NR
- Railway Safety Standards Board (RSSB)
- Various Train Operating Companies (TOC's)
- Samaritans and other passenger support organisations
- Land Sheriffs or other private security companies

Supervision

- The post holder will report directly to the Fusion Senior Analyst

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G. **REQUIREMENTS:** *The skills, knowledge, experience, qualifications and training required to perform the job.*

Essential Criteria

Qualifications and Training:
- Educated to degree level in a relevant discipline or equivalent qualification or work experience
- A further qualification in analysis (NIAT)
- Use of visualization systems including Microsoft Power BI, Tableau, Business Objects etc.

Experience:
- Experience of creating complex reports (both alone or as part of a team)
- Evidenced research and analytical experience preferably gained through work experience (educational experience is also acceptable)
- Experience in using all Microsoft Office applications
- Experience in managing large data sets for the purpose of research and analysis

Skills:
- Strong IT skills including a working knowledge of all Microsoft Office applications, Power BI, Business Objects, Mapinfo, ArcGIS, R and Python programming
- Proven excellent qualitative and quantitative research skills and the ability to conduct mixed methods research
- Proven problem solving skills and the ability to think creatively to develop innovative solutions to problems
- The ability to professionaly interact with internal and external stakeholders
- Excellent communication and interpersonal skills with the ability to work both unsupervised and as part of a team
- The proven ability to aggregate and summarise complex data sets into an easy to understand format
- Excellent report writing skills (including copy editing and proof-reading)
- The ability to understand and respond to industry and stakeholder developments quickly and accurately
- Time management and work pritorisation – the post carries a demanding work load and successful candidates must be able to evidence effective time management

Knowledge:
- Knowledge of railway industry, NR and the Schedule 8 Framework
- Knowledge of railway disruption from both an industry and police perspective
- Evidence of self-development learning relating to the use of R or Python programming

H. REQUIREMENTS: *The skills, knowledge, experience, qualifications and training required to perform the job.*

Desired Criteria

Qualifications and Training:
- A postgraduate qualification in a relevant discipline
- Formal training in specific analytical techniques such as communications data analysis, strategic analysis or major incident analysis
- Data science qualification or equivalent training

Experience:
- Experience in conducting high level analysis (qualitative, quantitative and mixed methods) and horizon scanning in a police, government or railway industry setting
- Experience of conducting research and analysis using commercially sensitive data

Skills:
- Advanced dashboard design and maintenance in Microsoft Power BI
- Advanced data utilisation techniques
- Advanced Excel
- Advanced mapping (Mapinfo and ArcGIS)
- Statistics (using Excel or R/R Studio)
- I2 Analyst Notebook
- Data science techniques (automation, big-data experience)
- Spatial data science techniques (multivariate or bivariate k means clustering, space/time pattern mining)

Knowledge:
- Knowledge of wider social, political and economic factors affecting the rail industry and the BTP

I.   **ANY ADDITIONAL INFORMATION:** *Information relevant to the role, including any particularly challenging/ difficult aspects of the job. If competencies have been developed for this post, these can be listed here.*

The NDFU are a national, pan-industry unit. Therefore, there is requirement to travel to both BTP and NR sites across the country on a regular basis.

J.   **AUTHORISATION DETAILS**

Prepared by: James Connolly and Cassandra Unger   Date:

Area Commander
/FHQ HoD: Date:

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