



Vacancy Notice No. INT02593

INTERPOL is the world's largest international police organization, with 194 Member Countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as Criminal Intelligence Analyst within its Criminal Analysis Sub-Directorate.

INTERPOL embraces diversity and is committed to achieving diversity & inclusion within its workforce. Qualified applicants from under-represented member countries and women are strongly encouraged to apply.

Job Title:	Criminal Intelligence Analyst For rostering purposes *
Reporting To:	Assistant Director or Depending on projects
Location:	Any one of INTERPOL's Duty Stations – depending on the projects **
Duration:	Depending on the projects – up to 3 years, Fixed-term contracts **
Grade:	5
Number of post:	ROSTER*
Level of Security screening:	Basic
Deadline for applications:	25 October 2020 ***

*The post of Criminal Intelligence Analyst is meant to strengthen the Organization Analytical capabilities in of various Project lunched within the Organization.

**This selection exercise will be used to generate a list of recommended candidates that will be used to address Organization's staffing needs in the future.

***Those who have applied for INT02408 Criminal Intelligence Analyst should not reapply to this announcement, their application will be duly considered.

If recommended after the recruitment process, you may be offered a post within one of our projects. If this is the case, please note that our project posts are, either financed by funds external to the Organization or linked to the temporary replacement of a Staff Member of the Organization and carries, in principle, no expectation of renewal. Any potential subsequent extension will be subject to the terms of the Organization's Staff Manual, and to availability of funds, to satisfactory performance and to the return of the concerned Staff Member to the post.

Tests/interviews in connection to this selection procedure will likely take place approximately 2 to 3 weeks after the deadline for applications. Applicants are kindly requested to plan their availability during this period accordingly, in case they are short-listed.

Selected candidates will be expected to report for duty approximately one month after receiving an offer of employment at the latest.

INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member Countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.

INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.

INTRODUCTION OF POST

The Criminal Intelligence Analyst works under regular supervision and guidance of the hierarchy to perform intelligence analysis, both strategic and operational, on matters relating to the structure, activities and development of transnational crime/terrorism, in support of INTERPOL operational activities or senior managerial decision making processes, and in addition, contributes to the further development of criminal intelligence analysis as a vital policing capability.

1 PRIMARY DUTIES

The Criminal Intelligence Analyst is, according to organizational priorities and individual skill sets and experience, expected to carry out a combination of the following specialized duties under regular supervision of his/her hierarchy:

DUTY 1/Mission 1

To produce analytical assessments related to the specific crime area within the scope, nature and tendencies of crime phenomenon, criminal organizations, the effectiveness of law enforcement measures or related issues in support of strategic decision making (i.e. setting priorities) and development of policy at the General Secretariat, in Member States' law enforcement organizations or in INTERPOL partner organizations.

DUTY 2/Mission 2

To perform environmental scanning, by applying advanced techniques in search of emerging issues or trends of a political, economic, social or technological nature, with a potential to impact on the ability of the General Secretariat, Member States or INTERPOL partner organizations to prevent transnational crime, and disseminate them to concerned parties.

DUTY 3/Mission 3

To contribute to further development and better application of criminal intelligence analysis and its methods and tools, advancing the techniques and providing best practice for analysis as a law enforcement support tool, particularly at the General Secretariat, and within Member States' law enforcement agencies, and if prioritized, at other INTERPOL partner organizations.

DUTY 4/Mission 4

Identify major criminal threats with potential global impact inter alia through: monitoring open source information; participation in expert group meetings; review of regional meeting reports to analyse and detect trends reported by member countries and organization/participation of expert sharing programmes.

DUTY 5/Mission 5

Perform any other related duties as may be required by the hierarchy.

2 REQUIREMENTS

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

All candidates will be assessed on the under mentioned requirements.

2.1 Training/Education required

- Three-to-four years' education at a University or other specialized higher education establishment, including Police Universities/Academies, possibly with a study focus on criminal/intelligence analysis, criminology, international cooperation or social sciences. Post-graduate degree would be considered an asset.

2.2 Experience required

- At least three years in the area in question. This could mean work as a crime/criminal intelligence analyst in a law enforcement organization, or experience as a researcher/analyst in another organization dealing with crime-related issues, intelligence analysis or contemporary international security threats.
- Ten years' experience in the area is required if the post holder does not have the required level of education.
- Experience with law enforcement agencies will be considered as an asset;
- Experience working in an international or multicultural environment would be an asset.

2.3 Languages

- Fluency in English. Proficiency in a second official working language of the Organization (Arabic, French or Spanish) or additional languages would be an additional asset.

2.4 Specific skills/aptitudes required

- Strong communication skills, both in written and oral form (public speaking and delivery of presentations).
- Strong computer skills are required. Proficiency in standard office word-processing, spreadsheet, database and presentation software required.
- Advanced experience in using link- and flowcharting tools and/or statistical/GIS analysis software would be highly desirable.
- Proficiency in web-publishing tools and/or the ability to conceptualize and design databases according to project needs as well as the ability to exploit the Internet and other electronic sources for the collection of open source information relevant to criminal intelligence analysis would be considered an asset.
- Personal and professional maturity;
- Ability to maintain objectivity and apply logical reasoning;
- Ability to work in teams as well as independently;
- Ability to work persistently and under pressure, with discipline and high degree of self-motivation;
- Good social skills, particularly in a multicultural environment;
- Initiative, creativity (original thinking) and curiosity;
- Ability to develop and maintain professional networks;
- Ability to synthesize;
- Good listening skills;
- Willingness to learn;

3 WORKING CONDITIONS

- The starting salary for GRADE 5 can be found under the step 1 of the salary scales available at the following address: <https://www.interpol.int/content/download/7169/file/2020-SALARY%20SCALES.PDF>
- The starting point is step 1 and for every 3 years of fully relevant experience one additional step will be granted. The salary scales of INTERPOL's officials are adjusted at least once per year (more under exceptional circumstances) on the basis of the methodology used for the calculation of the Purchase Power Parity (PPP).
- The successful candidate may be offered appointment on a higher step depending upon professional background and experience. For more information regarding conditions of service see Employment conditions for contracted officials available on the website (www.interpol.int).
- The incumbent may occasionally be required to work occasional overtime based upon workload and to go on missions.

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: English, French, Spanish and Arabic.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or upper grade, to make an appointment with a modified job description or for a shorter or longer duration than indicated above or to modify the type of appointment.

INTERPOL would like to inform candidates that their application may be considered for other similar positions.

INTERPOL operates a non-smoking policy.