

A career pathway in intelligence policing

Intelligence policing

Intelligence is about making use of incoming information, which can provide the ability to take action. Information can come from many different sources, including members of the public, victims, witnesses, suspects, community sources and specialist police intelligence operatives.

The world is changing constantly and rapidly. There is an increasing abundance of digital evidence, including internet histories, CCTV footage, emails, images, transactions, and records of phone calls and text messages. The internet has changed the way we live and how the public uses technology – for example, through smartphones and social media – and criminals are exploiting these same technologies. Information comes in many formats and making sense of these formats is a critical task for those in intelligence policing.

Gathering detailed and thorough information about victims, offenders and locations quickly from different technologies, and systematically analysing this data, can help to inform decision making by Force Intelligence Bureaus (FIBs) or Intelligence Units (IUs). These decisions include where to target limited resources and where to apply specialists' technical expertise most effectively on a day-to-day basis.

What do officers and staff do in intelligence policing?

Roles in intelligence policing are rewarding and challenging. While the majority of roles will be office-based, there is scope to develop within different intelligence areas, possibly working in an agile way with investigation teams at various locations or, on occasion, out in the field.

Officers and staff working in intelligence policing are generally based in FIBs or IUs. Individuals need the ability to:

- use their initiative
- question and analyse verbal and numerical data
- look for potential patterns and connections across different sources of information
- solve problems based on facts and logic to guide decision making

The working environment is governed by legislation, regulations, guidelines and specialist codes of practice. Essential skills and attributes for those who work in intelligence include possessing a strong attention to detail and accuracy, asking the right questions, and wanting things to be done and communicated properly. The types of daily activities will vary depending on the intelligence role.

If you are looking for career path development and opportunities in which analysis and thinking are at the heart of day-to-day tasks, working in your own force alongside other forces' IUs and/ or regional crime units, then intelligence policing may be the professional field for you.

What roles are available in intelligence policing?

The core of police intelligence units is formed of nine specialist roles:

- director of intelligence
- head of intelligence analysis
- intelligence manager
- intelligence unit supervisor
- senior analyst
- researcher
- analyst
- intelligence officer

- intelligence support officers

What are the progression opportunities?

Training is varied according to the individual and organisational needs. You will have the opportunity to undertake the Intelligence Professionalisation Programme (IPP), which will give you professional recognition of your competence across all of the IPP organisations. All individuals are required to commit to continuous professional development to ensure that they remain up to date in their role.

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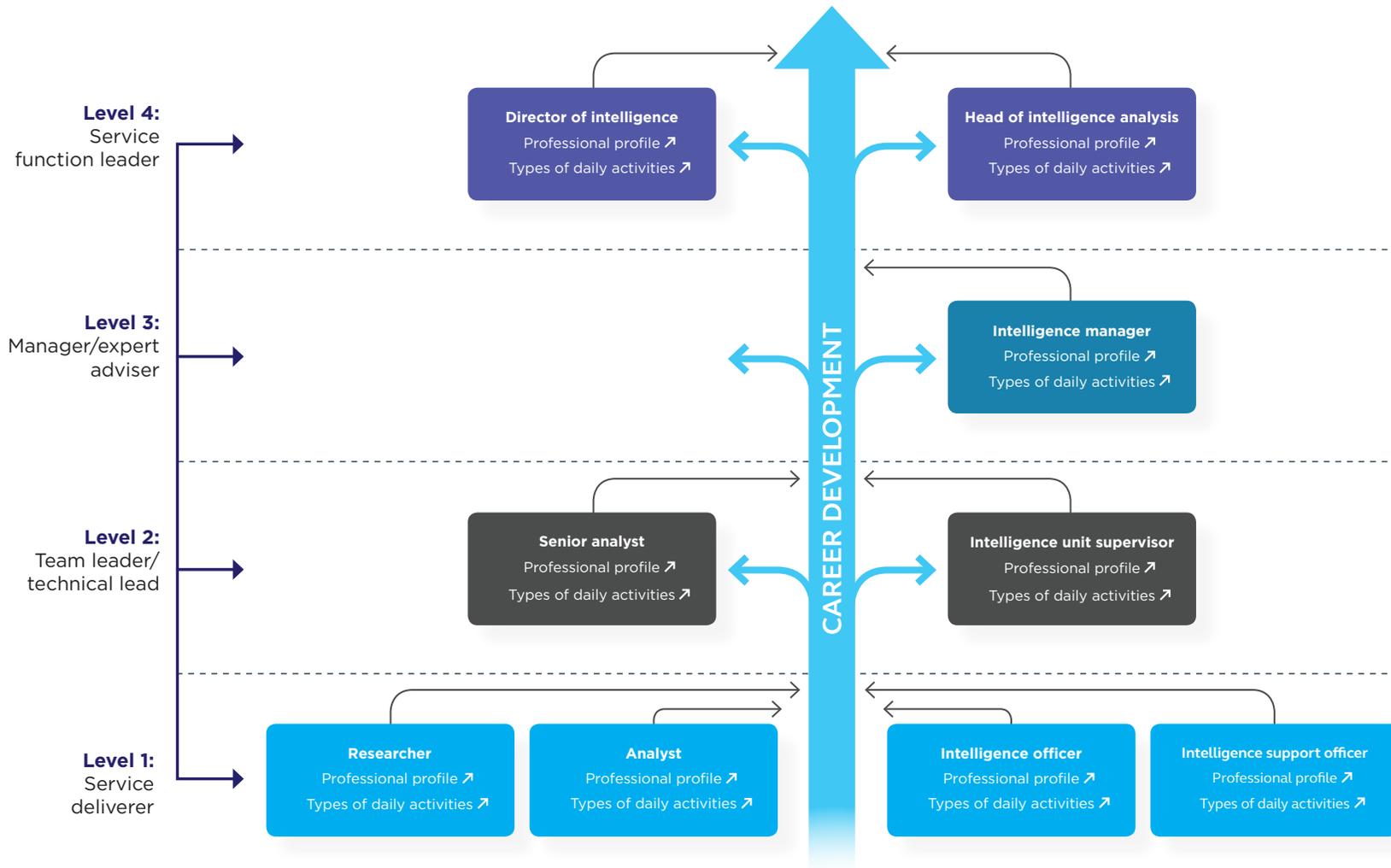


Exploring intelligence policing further

The flowchart on the next page shows potential entry and progression routes, and demonstrates how a career pathway may develop in the Intelligence job family. Progression might not always be linear, but there are many interesting career development opportunities to explore within the job family. There may be occasions when forces need to assign newly promoted individuals or those in acting posts, in line with organisational need. Police staff opportunities within the intelligence job family will vary from force to force. Please visit individual force websites for further information and to find the latest opportunities.

How your career could look in intelligence policing

The flowchart displays the different roles that exist at all levels of the intelligence job family.



Specialist roles

- Heath sector
- Financial sector
- Retail sector
- Counter terrorism Specialist intelligence roles
- Defence sector
- Civil service departments
- Private consultants
- Expert witnesses
- Police officer
- Private sector
- Media / social media
- Legal sector
- Academia

Possible entry routes

Entry points can be at any level, conditional on the expected knowledge, skills, experience and technical capabilities required to perform a specific role:

- other civil service departments
- law enforcement agencies
- force criminal justice departments
- force corporate development departments
- local authorities
- third sector/NGOs
- private sector
- academia