



# Assistant Tactical Intelligence Analyst

## POSITION DESCRIPTION FORM

**Region / Portfolio:**

State Intelligence and Command

**Directorate / Command / District / Division:**

Intelligence Services

**Work Unit:**

Various

**Position Description Number:**

Generic 597

**Rank / Level / Band:**

Level 3

**Employment Conditions**

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Industrial Agreement/Award: Current PSA PSCSAA and Agency Specific Agreement

Work Pattern: Monday – Friday (Day Work): May be required to work outside normal operating hours

Shift work: As per relevant industrial agreement

Incumbent may, due to operational business needs, be required to undertake shift work and occasionally undertake national/international travel

Location: Perth, but may be required to work in various locations in the Agency, depending on work requirements

**Position Objective**

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Undertakes the development, quality and delivery of the Western Australia Police Force's intelligence capability that enhances and delivers operational outcomes for the WA Police Force. Undertakes dynamic tactical intelligence to ensure the WA Police Force remains a leader in delivering intelligence services in a policing environment.

**Role of Work Unit**

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The Intelligence Services Division is comprised of both police officers and police staff. The teams are responsible for providing information and intelligence within a dynamic policing environment in order to support the operational outcomes of the WA Police Force.

**Reporting Relationships**

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This position reports to:

- District /Squad, Detective Senior Sergeant
- Senior Intelligence Analyst, Level 6

Direct reports to this position include:

- Nil

Total number of positions under control: Nil

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## **Key Accountabilities**

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### **1 Intelligence Capability and Fieldwork (85%)**

- 1.1 Accesses relevant information and/or systems to provide tactical support based on comprehensive research and analysis and determines reliability, relevance and credibility of information obtained in the field.
- 1.2 Undertakes field-based deployments which include, but is not limited to, conducting human source debriefs, attending search warrants, coordinating surveillance information, accessing technical capabilities and using analytical tools and software.
- 1.3 Participates in the identification, recruitment and management of human sources to create actionable intelligence for police officers.
- 1.4 Participates in and contributes to the gathering, processing and analysis of information collected through various Agency capabilities and functions including, and not restricted to participating in selected human source and other debriefs to collect information of intelligence value.
- 1.5 Attends at crime scenes and execution of search warrants during police operations to collect, triage and assess information of intelligence value.
- 1.6 Builds a contemporary knowledge base of current and emerging tactical and field-based intelligence developments, initiatives and capability to support and achieve operational outcomes.
- 1.7 Maintains a commitment to undertake courses deemed appropriate by the State Intelligence and Command Portfolio.
- 1.8 Prepares relevant documentation and reports to convey actionable intelligence in a constructed and concise format.
- 1.9 Builds, creates and maintains intelligence networks with internal and external stakeholders to the WA Police Force to enhance capability, promote information sharing and maximise work linkages.
- 1.10 Contributes to and maintains, intelligence holdings and ensures data is entered and recorded appropriately to enable and ensure data is searchable and appropriately de-conflicted.
- 1.11 Prepares and/or delivers evidence for court proceedings.

### **2 Strategic Innovation and Development (10%)**

- 2.1 Contributes to and embraces improvements in analytical tools and techniques to meet Agency requirements.
- 2.2 Identifies new ways of undertaking processes, and opportunities to improve productivity, to deliver best outcome focused intelligence tradecraft across the Agency.

### **3 Other (5%)**

- 3.1 Understands and complies with information security policies and procedures to ensure information holdings/systems are kept confidential and utilised accurately and reliably.
- 3.2 Demonstrates and advocates a high level of ethics and integrity in accordance with the Agency's professional standards and Code of Conduct including reporting wrongdoing.
- 3.3 Undertakes other duties as directed.

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## Specialist Prerequisite(s)

It is a requirement that the position holder:

- Is an Australian Citizen prior to the completion of the selection process
- Is successful in obtaining and maintaining a **NEGATIVE VETTING LEVEL 2** security clearance for the duration of their appointment in the position
- Undertakes a psychological assessment to determine their suitability, and as an incumbent, agree to undergo periodical psychological assessments as required
- Has completed or completes the Intelligence Analysis course to a competent standard prior to or within six (6) months of appointment to the position
- Has completed or completes the Human Source Level two (2) course to a competent standard within twelve (12) months of appointment to the position

## Work Related Requirements

### Essential

### Context in which work related requirements will be applied and or general standard expected.

Research, analysis and problem-solving skills

Providing analytical and intelligence support in a high tempo and dynamic tactical intelligence and field-based environment that contributes to operational outcomes. Researching and analysing information from diverse sources and solving problems with the use of various computer systems and capabilities to form judgement.

Organisation and prioritisation skills

Planning, prioritising and working in a high tempo team to achieve operational outcomes. Managing competing priorities.

Communication skills

Applying verbal and written communication skills to convey actionable intelligence in a concise manner that delivers operational outcomes. Conducting human source debriefs.

Relationship building, interpersonal and teamwork skills

Building and sustaining productive and professional working partnerships with key internal and external stakeholders. Liaising with all levels of personnel. Representing the agency in a professional manner. Working within and across multidisciplinary teams.

## Capability Framework

The framework is intended to support staff and supervisors through the performance cycle and identify core competencies relevant to the rank and/or classification level.

## Leadership Context

We believe all our people are leaders irrespective of their role. We consider this as critical to our success and, to support this, we have adopted [Leadership Expectations](#) which provides a common understanding of the mindsets and expected behaviours required of all our employees and the public sector.

The leadership context for this role is: [Personal Leadership](#)

## Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Position Title and Work Unit	Name	Date
A/Organisational Design Consultant Organisational Design & Analysis	Pamela Soares	16/05/2024 BLI
stant Commissioner State Intelligence and Command	Arlene Mavratsou	20/01/2023