

Senior Strategic and Operational Financial Crime Analyst (Jersey Financial Intelligence Unit)

Department: Justice and Home Affairs

Division: Jersey FIU

Reports to: Director of the Jersey FIU

JE Ref: JHA1104

Grade: CS12

JE Date: 06/01/2023

Job purpose

The Island's Financial Intelligence Unit (Jersey FIU) serves as the national centre for the receipt, analysis, enhancement and dissemination of financial intelligence. This unit whilst located within the States of Jersey Police Headquarters, is an operationally independent department led by the Director of the FIU.

As Senior Analyst within the Jersey FIU the post holder will have line supervisory responsibility for two Strategic and Operational analysts and will be the subject matter expert for the analytics section of the FIU. They will provide expertise in the utilisation of a range of complex analytical techniques and practices operationally, tactically and strategically, which supports the Jersey FIU in ensuring it adheres to the FATF International Standards on AML/CFT.

This role reports directly to the Director of the FIU who in turn reports directly to a Governance Board overseen by the Minister. Working intrinsically with the Director of the FIU, the Senior Analyst will produce highly complex analysis and intelligence to senior leaders, policy professionals, operational managers and ministerial audiences, through the use of analysis, business insight / intelligence and performance reporting, in support of the national financial crime strategies, set out by the Government of Jersey.

Job specific outcomes

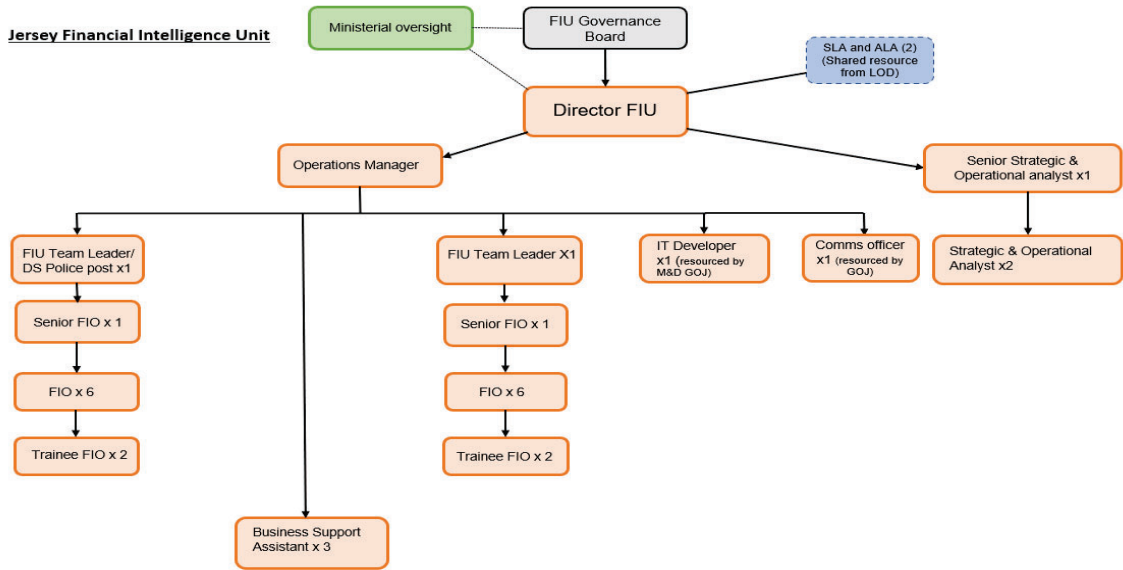
1. The Senior Analyst will hold subject matter expertise across multiple analytical domains, i.e., Crime Analysis, Data Analysis, Intelligence Analysis, Performance Analysis, Business Intelligence Analysis, Financial Crime Analysis. This subject matter expertise will enable holistic and full interpretation of the environment, data and associated policy/legislation and will therefore enable fully informed and impactful recommendations to be made. The Senior Analyst also has expertise in the use of a variety of complex analytical software which facilitates holistic and complete understanding of complex issues and areas.
2. As a key strategic member of a specialised team, the post holder will work closely with Director and other analysts under their supervision, to assist Financial Intelligence Officers to develop and enhance financial intelligence. Delivering incisive, relevant, and high quality strategic and operational analytical products and services.
3. Advise key stakeholders on matters of intelligence, information, data and performance reporting, including systems or process changes which will impact on information and intelligence reporting. Monitor that effective information processes are being followed to ensure the timeliness and validity of information. Liaise with key stakeholders to address any issue of non-compliance and to encourage/promote continuing data quality improvement. The outcome will be improved data quality, compliance and an informatics service which is valued by key stakeholders. This will enable them to interpret statistics on trends and operational performance data and compare and contrast to their outcomes and take action accordingly.

4. The Senior Analyst will conduct detailed high-level analysis and supervise two other analysts at a strategic, tactical and/or operational level. Identifying and using appropriate analytical tools and techniques to interpret gaps, patterns, and trends, assess threat, risk and harm and make recommendations to the Director in support of decision making, prioritisation and resource allocation.
5. Improve the quality and/or timeliness of intelligence and information reporting by designing, delivering, and evaluating processes, particularly around the SAR Portal Interface with the island's finance industry. Advise stakeholders of any system or process change/development and utilising knowledge of new and emerging technologies in intelligence/informatics. The outcome will be improved reporting of SAR's which meet the statistical needs of the FIU and the Government of Jersey's National Financial Crime database. customers' needs, and which inform and improve operational and strategic decision making. This requires a deep understanding of changing strategic and operational requirements, strategies and plans.
6. Develop appropriate analytical strategies and deliverables e.g., activity and performance monitoring, demand and capacity planning, in support of the Directors strategic annual plan. This will result in improved productivity and efficiency in intelligence/informatics, including processes which are best practice and therefore improve value for money of the team and support operational and strategic delivery.
7. Produce high level written, verbal and/or visual briefings and presentations to internal and external key stakeholders, providing clear and concise evidence-based analysis of complex financial intelligence investigations and strategic and operational analysis thematic reporting. There will be requirements to travel and attend international and nationally hosted forums/plenaries to deliver these presentations on behalf of the Jersey FIU.
8. Adhere to data security and confidentiality in accordance with legal requirements, Government of Jersey policy and best practice standards, liaising with Governance teams to ensure compliance and to address issues of non-compliance. This will result in the team and stakeholders applying good governance and information security and will reduce the risk of data breaches.
9. Maintain awareness of innovation within intelligence to ensure implementation of latest techniques and tactics, best practice, and information relevant to the role. Provide advanced business support, delivering advanced analysis and intelligence to assess the impact of priorities, strategies, and service delivery. Provide insight into current trends, forecasts, deeper meanings, and impact in order to improve government performance and inform effective, evidence-based decisions which improve service quality, value for money and key strategic outcomes.
10. Carry out any other reasonable requests as outlined by the Director of the FIU.

Statutory responsibilities

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

Organisational Chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<p>Educated to degree level or equivalent in a subject with a significant numerical component and / or equivalent experience of at least three years in an analytical role.</p> <p>Evidence of ongoing personal and professional development.</p>	<p>Analyst Intelligence, professionalisation programme accreditation</p> <p>ACCA or ACA qualification and/or financial services background.</p> <p>Professional qualification in AML/CFT of financial crime compliance e.g. ICA certificate/diploma in AML/Financial Crime/Compliance</p>
<p>Knowledge</p>	<p>Subject matter expertise in multiple analytical domains</p> <p>Subject matter expertise in the multiple data types and sources collected and held by Police and wider Government depts.</p> <p>Detailed knowledge of a broad range of quantitative and qualitative research methods, business intelligence and analytical techniques, with experience of applying these in a service improvement context.</p> <p>Understanding of how to improve outcomes through a consistent focus on the drivers and removing barriers to improvement.</p> <p>Knowledge of approaches to stakeholder engagement and intelligence gathering.</p> <p>Demonstrable knowledge of organisational and political process; ability to work with agility across a broad range of subject areas whilst maintaining a clear sense of purpose.</p>	<p>Understanding of Outcomes Based Accountability.</p>

	<p>Knowledge of all aspects of corporate/operational/strategic performance management and using information to improve operational and strategic performance and achieve outcomes. Knowledge of how this applies in the business area of the team/role.</p> <p>Understanding of the strategic, legislative and political frameworks of the Government of Jersey and ability to operate at the highest level within them.</p> <p>Understanding the needs and challenges of working with a wide range of stakeholders.</p>	
<p>Technical / Work-based Skills</p>	<p>Ability to analyse data, identify trends, identify issues, and provide insights and recommendations to improve working practices and data quality, with a particular focus on the relevant business area of the post (e.g., Financial Crime Intelligence and the Jersey Finance Industry).</p> <p>Ability to present complex analysis in a comprehensible way that drives action.</p> <p>Advanced use of Microsoft Office suite (Excel, Word, PowerPoint etc) and other industry standard report writing tools (e.g., SQL, DAX, PowerBI, Alteryx, GIS) to deliver quality outputs including dashboards and scorecards.</p> <p>Ability and drive to learn how to use new business intelligence reporting programmes/ software.</p> <p>Demonstrable initiative/skills to identify solutions to meet the informatics needs across the service collating</p>	<p>Alteryx Core certification</p>

	<p>information across multiple business systems.</p> <p>Project management experience and experience of working on projects where significant influencing skills were required.</p>	
<p>General Skills/Attributes</p>	<p>Highly customer focused - excellent interpersonal skills and ability to build and maintain successful working relationships.</p> <p>Ability to train staff of all levels.</p> <p>Driven by the identification of problems and finding solutions through informatics and intelligence.</p> <p>Ability to work across organisational boundaries.</p> <p>Ability to innovate and think creatively about problems.</p> <p>Ability to work collaboratively, develop strong working relationships and challenge robustly where required, including those more senior.</p> <p>Excellent verbal and written communication skills, including use of data visualisation to communicate complex messages persuasively.</p> <p>Ability to deal sensitively with challenging situations and give clear messages even when they are unwelcome.</p> <p>Personal and professional demeanour and credibility which commands the confidence of a range of stakeholders.</p> <p>Self-managing – ability to work on own initiative whilst also achieving results as part of a team.</p>	

	<p>Ability to work independently, inspire confidence in others and make informed knowledge based decisions within their area of responsibility.</p>	
Experience	<p>Significant analysis, reporting and line management / leadership experience and/or leading on particular analytical domains.</p> <p>Experience of developing business models to support operational requirements, including development of system product roadmaps aligned to organisational strategy.</p> <p>Experience of specifying system requirements and developing technical specifications that can be used to negotiate with third party suppliers or for in-house development.</p> <p>Experience of working effectively with senior officers and Ministers within a political environment, including when transmitting challenging messages.</p>	<p>Experience working at management level (management of people or highly complex processes) and clear understanding of the need for an informatics and intelligence service that directly supports evidence-based delivery and improvements.</p> <p>Experience of working with Government agencies.</p>
Criteria relating to Safeguarding	<p>Exposure to unsavoury, distressing and highly confidential and sensitive issues where the careful and effective handling of such matters is essential.</p> <p>Requirement for high levels of integrity, tact, resilience and discretion, which are essential when dealing with sensitive intelligence and other information.</p>	

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators. (clarity required on Tier level post evaluation).