



AFRIPOL Planning and Operations Division

Terms of Reference for Coordinator Criminal Intelligence Analysis

Seconded Officer

The African Union is established as a unique Pan African continental body is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African States as well as developing a New Partnership worldwide.

In seeking to achieve these objectives, the African Union Mechanism for Police Cooperation (AFRIPOL) is established as a technical Institution of the Union for the mechanism for police cooperation for Member States of the Union. Secondment of competent officers, by member states, to vacant positions in the AFRIPOL organizational structure is key to achieving the mandate of AFRIPOL.

Post

Job Title: Coordinator Criminal Intelligence Analysis

Grade: P3

Supervisor: Head, Planning and Operations Division

Duty Station: Algiers, Algeria

Job Description

This is a unique and challenging opportunity for an experienced Senior Analyst or Head of Analysis to contribute to the establishment of the first truly pan-African intelligence analysis doctrine, strategically placed at AFRIPOL HQ. She/he will make sure that the standard operating procedures in relation with the collection, collation, evaluation, analysis and dissemination of criminal intelligence are complied with by AFRIPOL and its Member Countries at all times and are reviewed on a regular basis to ensure relevance and adherence to all data protection related mechanisms and other legal aspects.

The Analysis Coordinator ensures that all data and information collected by the Organization for the purpose of developing criminal intelligence analysis is fully exploited and streamlined in the direction of and in line with the Organization's strategic priorities, with a view to provide senior decision-makers an impartial, reliable, relevant, accurate and timely picture of

the main challenges and threats present at a continental level, and propose practical solutions to minimize their impact.

The Analysis Coordinator will undertake the following activities in supporting AFRIPOL:

- Ensure the provision of impartial, reliable, relevant, accurate and timely operational analysis to support AFRIPOL and its Member Countries in the context of transnational organized crime.
- Supervise a team of strategic and operational analysts and assistant analysts including prioritizing, assigning and reviewing analytical work, conducting performance evaluations, and mentoring staff
- Be pro-actively involved in the identification and evaluation and appropriate perusal of relevant data and information that will contribute to AFRIPOL's organizational knowledge of serious and organized criminality affecting the African continent and its people;
- Review incoming requests and determine the suitable assignments based on the nature of the request, complexity, geographical area, resources, legal constraints and deadlines;
- Task, instruct and guide the analysts with regards to the orientation and direction of their analytical work and the overall long-term objectives of the analytical unit;
- Quality assure analytical outputs prior to their commissioning and appropriate dissemination;
- Monitor and assess the effectiveness of the analytical process and undertake the necessary adjustments of protocol with a view to improving the overall productivity of the unit, in line with established monitoring tools and mechanisms.
- Build rapport and liaise with senior decision-makers and other high-level officials in order to understand their concrete operational and strategic needs, actively promoting the intelligence function and its added value in the effective administration of criminal justice;
- Act as the face of the analytical unit to the rest of the Organization, its senior management and its Member Countries and deliver effective presentations on major trends, risks and threats posed to the African continent and its people;
- Contribute to the further development and better application of criminal intelligence analysis and its methods and tools, advancing its techniques and providing best practice for analysis as a law enforcement support tool; promote the criminal intelligence analysis discipline by organizing and leading training and other capacity building events on national, regional and global level.
- Perform other tasks, related to criminal intelligence analysis, deemed appropriate by the incumbent's superior including replacing or representing him/her if required.

Qualifications and skills

Education: Completed degree from a University or other specialized higher education establishment, including Police Universities/Academies, preferably with a study focus on crime/intelligence analysis, data science, criminology, forensic psychology, international security or social sciences.

Required experience: At least ten years professional experience in the field of crime and intelligence analysis, with at least 5 years in a senior position in required.

Required skills:

- Strong communication skills, both in written and oral form (including public speaking and delivery of presentations).
- Experience in staff management.
- Practical experience in conducting both operational and strategic analysis.
- Front-line experience with open and closed source intelligence collection.

Desirable skills:

- Sound experience in working with computers and proficient user of MS Excel and standard MS Office applications. Advanced knowledge of analytical software is required;
- On-the-ground experience will be considered an asset.
- Experience in working in an international environment would be considered a strong asset.
- Post-graduate academic degree would be considered an asset.

Special aptitudes required:

- Personal and professional maturity and level of authority;
- Ability to maintain objectivity and apply logical reasoning;
- Ability to challenge mainstream opinions and propose original and evidence-backed solutions
- 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;
- Ability to develop and maintain professional networks;
- Good listening skills;

Language requirements

Fluency in both English and French is required. Proficiency in a second official working language of the Organization would be considered a very strong asset.

Age Requirement

Candidates should preferably be between 25 and 50 years old.

Tenure of appointment

The Seconded Officer will serve for a period of 2 years.

Application

To apply, please submit dully filled forms, certified copies of Degrees, Diplomas, Certificates and Curriculum Vitae through to Afripol@africa-union.org

Gender mainstreaming

The AU Commission is an equal opportunity employer and qualified women are strongly encouraged to apply.

Remuneration

The costs associated with the secondment, including remuneration and health cover will be borne by the seconding country. AFRIPOL Secretariat will, however, cover the costs of official missions authorized by the organization.