



## **AFRIPOL Planning and Operations Division**

### Terms of Reference for Criminal Intelligence Analyst

#### Seconded Officer (Profile Cybercrime)

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: Criminal Intelligence Analyst (Cybercrime)**

**Grade: P2**

**Supervisor: Coordinator, Criminal Intelligence Analysis**

**Duty Station: Algiers, Algeria**

#### **Job Description**

The Criminal Intelligence Analyst (Cybercrime) conducts intelligence analysis on matters relating to trends, patterns and development of cybercrime, in support of AFRIPOL operational activities or senior managerial decision making processes, and in addition contributes to the further development of criminal intelligence analysis as a vital law enforcement support tool.

The Criminal Intelligence Analyst (profile Cybercrime) will undertake the following activities in supporting AFRIPOL:

- Using established analytical techniques, to produce *operational* analytical reports and assessments on the structure, scope and nature of criminal organizations and/or criminal activities in support of operational decision making by AFRIPOL and its Member Countries.

- Produce *actionable* recommendations to specialized operational staff with a view to advancing ongoing criminal investigations and effectively targeting those involved in cybercrime affecting the African continent and its people.
- Be pro-actively involved in the identification and evaluation of relevant data and information that will contribute to AFRIPOL's organizational knowledge of cybercrime affecting the African continent and its people;
- Task, instruct and guide assistant analysts with regards to data and information collection requirements; build rapport with the assistant analyst assigned to him/her;
- Build rapport and liaise with other operational specialists in order to understand concrete operational needs, actively promoting the intelligence function and its added value in the effective resolution of criminal investigations.
- Pro-actively and regularly brief staff and senior management on identified new trends, risks and threats that require immediate attention and response;
- Promote the criminal intelligence analysis discipline by taking part in trainings, workshops and other capacity building events on national, regional and global level. 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;
- 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, with a study focus on cybercrime or crime/intelligence analysis.

**Required experience:** At least five years professional experience working as an analyst in the Law Enforcement domain dealing with cybercrime-related issues or contemporary international cyber security threats. Applications from assistant analysts, intelligence researchers and police data administrators with proven experience in performing the duties of the advertised post will also be considered.

Applications from other law enforcement officials will be considered if they can demonstrate extensive operational experience and in depth-knowledge in the area of cybercrime.

### **Required skills:**

- Proficiency in working with computers, MS Excel and standard MS Office applications and knowledge of analytical software.
- Strong understanding of the tools and resources available to conduct cyber threats analysis;

- Ability to exploit the Internet and other electronic sources for the collection of open source information relevant to criminal intelligence analysis;
- Strong communication skills, both in written and oral form (including public speaking and delivery of presentations).

### **Desirable skills:**

- Technical skill proficiency in the following areas: network communication, basic understanding of malware (malware communication, installation, malware type);
- Post-graduate academic degree would be considered an asset.
- Experience working in an international or multicultural environment would be considered an asset.

### **Special aptitudes required:**

- Personal and professional maturity;
- Excellent written skills;
- 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;
- Initiative, creativity (original thinking) and natural curiosity;
- Ability to develop and maintain professional networks;
- Good listening skills;
- Willingness to learn.

### **Language requirements**

Proficiency in one of the African Union working languages (Arabic, English, French and Portuguese) is a requirement. 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 to [Afrisol@africa-union.org](mailto:Afrisol@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.