Manager - Intelligence Fusion Teams

Position Details

Reports to: Director National Intelligence

Location: Police National Headquarters, Wellington

District/Service Centre: Service Delivery

Shift work/non shift work: both

Group: National Intelligence

Remuneration range: Grade 22

PHPF Level Purpose: Leader/Manager

Employee Type: Office of Constable/Police Employee

Direct reports: Manager Gang Intelligence Centre, Manager National Drug Intelligence Bureau, Combined Law Agency Groups Coordinator, Principal Analyst

Delegated Financial Authority: TBC

Context

New Zealand Police is the lead agency responsible for reducing crime and enhancing community safety. We work in partnership with individuals, communities, businesses and other public sector agencies to achieve our vision of Safer Communities Together. The National Intelligence Centre (NIC) sits within Service Delivery Group, which contributes to the achievement of our vision through enabling the transformation of Police to deliver Our Business.

The role of intelligence is to actively enable decision maker advantage through the use of a three stage intelligence lifecycle: Detect, Understand and Impact. Through this, intelligence professionals are able to interpret the criminal environment and provide intelligence products that inform decision makers, ultimately enabling them to prevent crime, reduce road trauma and enhance community safety. Intelligence achieves this when it provides accurate, relevant and actionable insights.

Intelligence encompasses people, products and processes. It is critical for decision-making and Police depend on intelligence at all levels. Police cannot function effectively without high-quality intelligence.

Purpose

The purpose of the Service Delivery group is to transform our service to deliver Our Business.

The purpose of the National Intelligence Centre is to actively enable decision maker advantage at strategic, operational and tactical levels for Districts, the Executive and other domestic and international agencies. To deliver this, the NIC utilises a three phase intelligence lifecycle: Detect, Understand and Impact.

The intelligence products designed, developed and delivered by the NIC support decision maker advantage across all six drivers of demand: organised crime, drugs, mental health, families, youth, alcohol and road policing, as well as national security. Through the provision of relevant and timely intelligence products, the NIC is instrumental in preventing crime and enhancing community safety.

The NIC takes a leading role in ensuring ongoing and enhanced coordination between District Intelligence Units, other Police intelligence functions and domestic and global agencies. Through the leveraging of collective knowledge and skills, the NIC positions itself as a leader in intelligence.

To support the delivery of these outcomes the Manager Intelligence Fusion Teams leads the strategy and direction of the Gang Intelligence Centre (GIC), and the National Drug Intelligence Bureau (NDIB) developing partnerships with relevant government agencies and the wider intelligence community to ensure the efficient exchange of information and intelligence. The role also oversees the hosting of the CLAG secretariat.

The Gang Intelligence Centre (GIC) is a multi-agency 'fusion' centre that collects and combines intelligence to support investigations and identify prevention opportunities and maintains New Zealand's consolidated National Gang List (NGL). The NGL forms the foundation for all GIC intelligence products and multi-agency activities.

The National Drug Intelligence Bureau (NDIB) is a multi-agency intelligence unit providing information to a range of workgroups within Police and to a wide range of government agencies including New Zealand Customs Service, Ministry of Health, Ministry of Justice and Department of Corrections.

In performing this role the Manager Intelligence Fusion Teams will work collaboratively and seamlessly with other managers and teams across the Intelligence Service Centre, and agency partners, to provide an integrated approach to the delivery of high quality and innovative work. This includes leading collaboratively with agency partners to support successful outcomes through the Combined Law Agency Group.

The purpose of leadership in this role is to lead the tactics for Our Business and enable our people to deliver them.

Accountabilities

1. Look after our people

- Understand the hazards faced by the team and enable them to eliminate or minimise the associated risk.
- Ensure all team accidents, incidents and near misses re reported, investigated and endorsed in MyPolice.
- Proactively manage employee return to work programmes where required.
- Actively encourage and enable Wellness and Safety initiatives and training.
- Fosters a safe environment by integrating safety and health into all aspects of work practices and places of work.

2. General management and leadership

- Actively contribute to the NIC leadership team, as part of a high performing team and role modelling professionalism and excellence at all times.
- Actively lead and strengthen relationships, collaboration and communication between the NIC and the Districts.
- Works collaboratively with the NIC management team to achieve optimum resource use and the best result for NZ Police as a whole.
- Contribute to planning for the NIC, including the development of action plans and standards.
- Model innovation and a future-focused outlook with a strong drive towards excellent service delivery and customer service.
- Ensure the security of NZP and other agency operations is maintained.
- Promote the value of intelligence and relevant knowledge across all work groups and with external partners.
- Ensure the translation of national strategy and plans to an operational level and into achievable and measurable performance targets for the team.
- Contribute to meeting Police obligations under the Treaty of Waitangi and acts in a way which demonstrates responsiveness to Maori.

3. Relationship management

- Actively build and maintain trusted working relationships with Government partners, within the NIC, other Service Centres, Districts and the wider intelligence community to facilitate intelligence gathering and prevention initiatives.
- Builds and establishes relationships between partner law enforcement and intelligence agencies.
- Encourages and participates in joint intelligence gathering projects and operations with other agencies, both nationally and internationally.
- Represents the NZP and the NIC to external and international organisations as appropriate.
- Shares information appropriately and ensures clarity of communication between relevant groups.

4. Team leadership and management

- Lead, model and encourage open, honest and constructive relationships with colleagues.
- Lead their people in working collaboratively and effectively as part of the wider intelligence community within a dynamic environment.
- Encourages the establishment and maintenance of the wider concept of team work through inter-district and agency partnerships.
- Inspire and support a high performing team by incorporating the principles of the Police High Performance Framework.
- Provide mentoring and development to the team by sharing skills, knowledge and expertise to enable them to achieve their objectives.
- Develop and maintain healthy team dynamics including addressing performance appropriately.
- Ensure their people have the appropriate skills, knowledge and experience to deliver their work activities and expected results, including providing coaching and professional development opportunities as identified through regular performance conversations and annual performance reviews.

5. Service delivery

- Lead and maintain strategic partnerships with relevant agencies and ensure alignment of strategic priorities.
- Provide leadership to the Manager of the NDIB and oversight on the wider activities of the NDIB to ensure objectives of the Annual Business Plan and work schedules are met.
- Provide leadership to the Manager of the GIC and oversight on the wider activities of the GIC to ensure objectives of the GIC Strategy and work schedules are met.
- Provide leadership and expert advice on the maintenance of the NZ National Gang List (NGL).
- Ensure that the Intelligence Fusion Team has an up-to-date strategic picture of the illicit drug market in NZ.
- Provide leadership to ensure team members continuously develop the strategic assessment competencies.
- Provide advice and briefings on operational intelligence matters to the Director: National Intelligence, National Managers and members of the Police Executive.
- Supports the operations of the Combined Law Agency Groups (CLAG) in New Zealand and the Pacific.
- Works with key stakeholders, customers and partners to identify opportunities for the effective use and deployment of NIC assets and capability.
- To maximise impact and ensure alignment of intelligence systems and processes across NIC units.

- Contributes to the: setting of strategic direction for the NZP intelligence function, and professionalism of intelligence at all levels within the NZP.
- Where directed by the Director: National Intelligence, fulfils a representative role at conferences, workshops and on relevant government and ad hoc committees.
- Maintains knowledge of current national and international intelligence processes, techniques, and developments.

Additional Requirements

For selection purposes, candidate suitability will be considered in relation to:

1. potential to perform well in the position, given a reasonable period of time for familiarisation and/or training.
2. personal attributes and temperament relevant to the position.
3. general health which will allow for the performance of all duties and functions of the position (for constabulary employees a current PCT is an indicator of general health).

Availability

To meet operational requirements (including in an emergency), the successful candidate may be required to:

4. Work outside of normal operating hours and respond to calls.
5. Travel domestically.
6. Relocate temporarily for unknown duration.

Pre-Employment Checks

- A non-core Children's Worker security check is required.
- The position holder must have or be able to obtain an appropriate security clearance.

Qualifications

- Relevant tertiary qualification preferable.