King County

Invites Applications for the Position of:

Senior Crime Analyst

Apply online at http://www.kingcounty.gov/jobs

King County is committed to equity and diversity in the workplace. In addition, the county is committed to recruiting and maintaining a quality workforce that shares our guiding principles: collaborative, service-oriented, results-focused, accountable, innovative, professional and fair and just.

OPENING DATE/TIME: 11/03/16 12:00 AM

CLOSING DATE/TIME: 11/27/16 11:59 PM (GMT -8:00)

SALARY: $78,634.82 - $99,674.22 Annually

LOCATION: Metro Transit Police Administrative Office, 1301 Airport Way S., Seattle

JOB TYPE: Career Service, Full Time, 40 hrs/week

DIVISION: Department of Transportation - Transit Division

JOB NUMBER: 2016RC06259

SUMMARY:

Job Summary
Metro Transit Police is seeking a Data-Driven Senior Crime Analyst who is experienced in all aspects of crime analysis including but not limited to tactical, strategic and administrative analysis reporting and presentation. Not only will this position serve as a classic model of assisting the Metro Transit Police team in strategic deployment and problem solving efforts, the successful candidate will utilize considerable creativity and expertise to recommend, establish and utilize anticipatory policing tools, data-driven analysis paradigms, and data collection procedures for her or his tactical and strategic analysis of crime related to Metro Transit operations and services.

Metro Transit Police Department
The Metro Transit Police Department is responsible for providing policing of King County Metro Transit's bus system and routes across the county, and ensuring safety during Metro's more than 400,000 daily boardings.

Working for King County Metro Transit means working for a leader in this nation's public

transportation industry. Metro Transit helps people move quickly throughout the region, reducing commuter stress, greening the environment and radically improving urban air quality, by providing comfortable, effective transit services for the thousands of commuters and other residents of the county. King County is the most populous county in Washington, and the 13th-most populous in the United States. It is home to the city of Seattle, arguably the cultural center of the Pacific Northwest, and is bounded on the west by beautiful Puget Sound, and on the east by the crest of the magnificent Cascade Mountains.

Who May Apply
This position is open to the general public and all King County employees.

Work Schedule
This position is exempt from the provisions of the Fair Labor Standards Act, and therefore is not eligible for overtime pay. The workweek is normally 8:00 a.m. – 5:00 p.m. Monday through Friday; alternative work schedules may be considered.

Required Application Materials
An online employment application at www.kingcounty.gov/jobs with employment history going back at least ten years if you have ten years of employment (or more to include all relevant experience), including answers to the supplemental questions, and:

- a resume,
- a cover letter summarizing your interest in and qualifications for the position,
- a writing sample or analysis product produced by you from your prior crime analysis work experience, edited or redacted, as needed. This could be a piece of writing describing your analysis or work on a particular law enforcement problem, or an analysis product, such as a map you created to address a law enforcement problem.

For questions, please contact:
Ralph Cady
Senior Human Resource Analyst
206.477-5998
ralph.cady@kingcounty.gov

JOB DUTIES:

- Take an active role in planning strategic-level anticipatory policing analysis of specific law enforcement needs of the Metro Transit Police unit
- Organize and manage crime analysis projects, including prioritizing tasks, identifying appropriate tools and data needed, and reporting on findings
- Compile, analyze, and summarize crimes, persons, and demographic and related data from a wide variety of sources including but not limited to crime reports, census, economic, and demographic reports
- Work with ArcGIS/ESRI software to mine data from police and transit databases.
- Use quantitative and qualitative methodology such as link analysis, event flow analysis, and activity charting or other mathematical and statistical methods to analyze data and identify and evaluate crime series, patterns and trends
- Identify crime patterns, predictions and forecasts from analysis of data and make oral and written presentations, including crime mapping, to police personnel to assist in the effective allocation and deployment of law enforcement resources in the control of crime activities

- Prepare reports to assist in criminal investigations and/or to make intelligence assessment
- Prepare graphic displays including charts, maps, diagrams, calendars, and related materials to effectively present findings
- Act as liaison with law enforcement, government agencies, and community groups to obtain and/or provide crime-related data
- Conduct research and analysis related to suspects, incidents, locations, trends, and series
- Attend operations briefings to discuss crime patterns and update officers and investigators on crime series, patterns and trends
- Develop and maintain cooperative working relationships with other criminal justice personnel to share information and techniques and learn from each other
- Participate in professional group meetings; may serve on intra & inter-jurisdictional committees and task forces
- Maintain awareness of new developments in the field of crime analysis, and incorporate new developments as appropriate
- Initiate target profile analyses and provide investigative leads
- Develop and manage databases and spreadsheets as needed, and use Microsoft Office products to complete daily assigned tasks
- Coordinate and integrate information from and for local, regional, national and international law enforcement agencies.
- Respond to inter & intra-department requests for information as well as requests from outside agencies.
- May testify in court and travel to crime scenes
- May develop crime/suspect and suspect/crime correlations and target profile analysis
- Perform other related duties as required

EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:

Minimum Qualifications

A Bachelor's or Master's degree with emphasis on math, statistics, criminal justice, behavioral science or other related field, or equivalent combination of education and experience, **AND** increasingly responsible crime analysis experience **OR** Any equivalent combination of experience and education which provides the applicant with the skills, knowledge and abilities required to perform the work. Specific requirements include:

- Expertise leading to ability to develop an anticipatory crime analysis program for a police department
- Demonstrated skills in researching, gathering and analyzing data
- Ability to conduct quantitative and qualitative analysis of crime data
- Knowledge of current best practices, programs, research and grants involving anticipatory data-driven, evidence-based law enforcement strategies
- Experience with statistical, crime analysis, qualitative analysis, data collection, presentation, and mapping software such as SPSS, ArcGIS, CrimeStat, ATLAS.ti, Qualtrics, and Tableau.
- Ability to establish and maintain excellent working relationships with peers, managers, law enforcement personnel at all levels, other agencies and external vendors
- Possess excellent oral and written communications skills
- Possess superior computer hardware and software skills, including knowledge of

relational databases, ability to use Microsoft Office suite products to manage daily work and office communications, develop and utilize spreadsheets and databases, and produce written materials
- Experience in planning and organizing projects and handling multiple competing priorities within tight timeframes
- Discretion and good judgment; customer service orientation

Desirable Qualifications

- At least 3 to 5 years crime analyst experience
- Law Enforcement Analyst Certification
- Hands-on experience utilizing predictive policing tools such as PredPol
- Advanced education (Masters or Ph.D. level) in criminology and/or relevant mathematical/statistical theories and tools. College-level coursework in crime analysis including courses on criminal behavior, research methods, statistics, data management, and crime mapping.
- Demonstrated expertise in ArcGIS and ESRI for utilizing crime mapping tools
- Knowledge of the DDACTS system
- Computer programming skills (e.g. SQL, Visual Basic, HTML, Avenue, Java)
- Skill in using reporting software such as Crystal Reports
- Law enforcement experience

SUPPLEMENTAL INFORMATION:

Application Process
Applicants should complete the online application, which includes the Supplemental Questions, and attach their required resume, cover letter and required work sample (see above). NOTE: Please answer ALL questions in the online employment application itself, with each of your jobs listed (listing each position for each employer separately), duties explained, reasons for leaving, salary, etc. Your job history in the employment application should go back ten years (if you have ten years of employment). Earlier jobs should be included if they are relevant in some way to this job. If you have questions about this, please contact Ralph Cady as stated above. Applicants who are unable to apply online should follow the instructions under Application Tips & FAQs at www.kingcounty.gov/jobs. If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the Human Resources contact for this job announcement, Ralph Cady, at 206-477-5998 or ralph.cady@kingcounty.gov.

Selection Process
Applicants will be screened for clarity, completeness and competitiveness. The most competitive candidates may be invited to participate in one or more interviews and practical exercises. **We are anticipating that interviews will be scheduled during the first two weeks of January, 2017.** Reference checks will be conducted. The final candidate will be given a conditional job offer pending completion of a law enforcement background investigation which includes a polygraph examination.

King County Metro Transit is committed to promoting equal employment opportunity, affirmative action and diversity in the workplace.

Union Membership

This position is not represented by a labor union.

Class Code: 2441300 (Project/Program Manager III)

Note: Online applications are preferred. However, if you cannot apply online, go to www.kingcounty.gov/jobs for other options.

If you need an accommodation in the recruitment process or an alternate format of this announcement, please inquire directly with the contact listed on the job announcement or the department's Human Resources Service Delivery Manager.