TERMS OF REFERENCE
SUBJECT MATTER EXPERT ON
EFFECTIVE POLICE INTELLIGENCE COLLECTION, ANALYSIS AND DISSEMINATION

Background and Purpose
COGINTA and PartnersGlobal (Partners) are seeking the services of an experienced “Subject Matter Expert” (SME) specialized in crime data collection and analysis to support an INL-funded project on community policing in El Salvador.

While intelligence-based policing has been introduced gradually in the 11 Model Precinct Police Stations (MPPs) supported by INL, information systems, processes and training need upgrade to allow local police stations improve their performance in dealing adequately with criminality and gang-related violence.

The SME will serve as intelligence specialist, identifying the needs, advising on training improvement and providing coaching and support to the intelligence units in order to establish and manage effective police intelligence collection, analysis and dissemination at delegation and sub-delegation levels. The SME shall provide coordination support of the MPPS with the framework of further assistance programs, including training and procurement of material.

Relationship
The SME will receive direct supervision from the Program Manager and assignments and direction from the project Executive Team.

Duties and Responsibilities
a. Conduct needs assessments on systems, training, and processes in view of developing a realistic plan to improve intelligence collection, management and dissemination to MPPs.

b. Coach delegations’ and subdelegations’ intelligence units in the INL MPP program in matters of intelligence collection, analysis and dissemination.

c. Coordinate with other US Government implementers, in particular INL MPP Training implementer, to deliver specialized trainings to MPP intelligence personnel.

d. Provide advice, implementation and coordination support throughout the MPPs within a larger framework of US Government assistance to MPPS.

e. Participate in the development of operations and programs aimed at reducing crime and targeting at-risk groups and places.

f. Contribute to the development of baseline studies and diagnostics of security.

g. Attend project executive meetings.

Complexity
The work involves providing technical expertise in different locations under various contexts. The ability to understand contexts linked to gang violence, local capacities and to draw on existing best practices is essential to achieve the objectives of crime reduction and improved relationship with communities.

Timeframe and Scope
This is an on-site, three-year assignment, with a tentative starting date in September 2016.

Minimum Qualifications
1. Bachelor Degree in Criminal Justice or related field from an accredited institution and 10 years of local law enforcement experience.
2. Three (3) years of experience as intelligence manager in a mid-size or larger police department (i.e. serving a jurisdiction with a population of 150,000 or more).
3. Spanish and English Languages capability at the 3/3 level (good working knowledge).
5. Proficient in statistical packages and I-2 applications.
6. Physically able to work and travel in the region, including remote and rural areas.
7. Willing to work in a challenging and complex security situation.

Suitable candidates should send their application with CV at the latest May 30, 2016 at the following email address: recruitments@coginta.com