



## Senior Crime Analyst - Metro Transit Police

**DEPARTMENT:** King County Sheriff's Office  
**DIVISION:** Technical Services Division  
**SALARY:** \$87,640.80 - \$111,089.89 Annually  
**LOCATION:** Transit Police Administrative Office - 5303 1st Avenue South, Seattle, WA 98108  
**JOB TYPE:** Career Service, Full Time, 40 hrs/week  
**CLOSING DATE:** 02/19/20 11:59 PM

### SUMMARY:

For application instructions and requirements, specific to Sheriff Office positions, please visit [Civil Service Application Requirements](#).

The Senior Crime Analyst will manage all aspects of crime analysis for Metro Transit Police, in partnership with King County Sheriff's Office (KCSO). We are seeking candidates with the drive and experience to provide critical tactical and strategic analysis of crime related to Metro Transit operations and services. The successful candidate will demonstrate considerable expertise and creativity to effectively utilize proactive policing tools, incorporate intelligence-led policing techniques, data-driven analysis paradigms, and data collection procedures. 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.

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

**Contact:** Brannon Mark, HR Analyst, at 206.263.1885 or email at [bmark@kingcounty.gov](mailto:bmark@kingcounty.gov)

**Required Application Materials:** Please carefully review the list of required materials before submitting your application.

- Candidates must complete an online employment application at [www.kingcounty.gov/jobs](http://www.kingcounty.gov/jobs) with employment history going back at least ten years, if applicable, and all relevant experience that exceeds ten years.
- Answer all the supplemental questions.
- Review the list of KCSO [Automatic Disqualifiers](#) and verify your qualification for employment with King County Sheriff's Office.
- Submit a Letter of Interest (cover letter) summarizing your qualifications and interest specifically for the Senior Crime Analyst position.
- Provide a current resume.

### JOB DUTIES:

- The Senior Crime Analyst will lead and execute all aspects of analysis for Metro Transit Police. Duties include the following:
- Lead, develop and prioritize all crime analysis projects, including; identifying appropriate tools and data needed, and reporting on findings to all levels of Metro Transit Police in collaboration with the Crime Analysis Unit Supervisor.
- Direct all research and analysis. Compile data from a wide variety of sources such as crime reports, census, economic, and demographic reports. Analyze and summarize findings related to crimes, trends and series, suspects, locations and other demographics.
- Work with ArcGIS/ESRI software to display data.
- Use SQL and other methods 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.
- Develop and write complex programs/applications to assist in data extraction.
- Present orally and in writing intelligence analysis to police personnel to assist the in the effective allocation and deployment of law enforcement resources.
- Initiate analysis, provide investigative leads and prepare reports to support criminal investigations.
- Prepare intelligence assessments, crime maps (ArcPro/ESRI) and link charts (using IBM's i2 Analyst Notebook).
- Utilize various graphic displays, such as crime mapping, charts, maps, diagrams, calendars, and related materials to effectively present findings.
- Liaise with law enforcement, government agencies, and community groups to obtain and/or provide crime-related data.
- Attend operations briefings to discuss and update officers and investigators on crime series, patterns and trends.
- Develop and maintain 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.
- Coordinate and integrate information from and for local, regional, national and international law enforcement agencies.
- Innovate processes and incorporate new developments in the field of crime analysis.
- Develop and manage databases and spreadsheets as needed, and use Microsoft Office products to complete daily assigned tasks.
- Respond to inter & intra-department requests for information as well as requests from outside agencies.
- May be required to testify in court and travel to crime scenes.
- May oversee the work of interns or other assigned staff.
- Work in collaboration with the King County Sheriff's Office Crime Analysis Unit.
- Perform other related duties as required.

### **EXPERIENCE, QUALIFICATIONS, KNOWLEDGE, SKILLS:**

The successful candidate has the expertise to develop an anticipatory crime analysis program for law enforcement. A Bachelor's degree with emphasis on math, statistics, criminal justice, behavioral science or other related field **AND** a minimum of three years' experience of increasingly responsible crime analysis. An equivalent combination of experience and education which provides the applicant with the skills, knowledge and abilities required to perform the work may be considered. Specific requirements include the following skills and abilities:

- Ability to conduct quantitative and qualitative analysis of crime data and present the findings in a professional manner through formal briefings, presentations, and bulletins.
- Experience planning and executing projects, driving activities on multiple projects and managing competing priorities within tight timeframes.

- Knowledge of current best practices, utilizing access to grants, programs, research and related sources involving anticipatory data-driven and evidence-based law enforcement strategies.
- Demonstrated success in the research and mining of data, implementing innovative methods and accessing multiple sources.
- Superior technical skills including the ability to write programs for data extraction. Also demonstrated ability to utilize various computer hardware and software applications, such as relational databases, Microsoft Office suite products, spreadsheets and databases.
- Experience with statistical, crime analysis, qualitative analysis, data collection, presentation, and mapping software, such as SPSS, ArcGIS, CrimeStat, ATLAS.ti, Qualtrics, Tableau, R and PowerBI.
- Exceptional interpersonal skills, ability to establish and maintain excellent working relationships with law enforcement personnel at all levels, peers, managers, other agencies and external vendors.
- Excellent communications skills and the ability to convey complex information both orally and in writing to varied and diverse audiences.
- Ethical and professional conduct, using discretion, sound judgment, fairness, respect, inclusiveness, and integrity to support and enhance Metro Transit Police and King County Sheriff's Office values.

**Desired Qualifications:**

- 5 or more years' crime analysis 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.
- Experience working with law enforcement or public safety.

**SUPPLEMENTAL INFORMATION:**

**Competitive Benefits**

King County provides our employees with a free transportation pass (good on Metro, Pierce, Community and Sound Transit). We offer a competitive benefits package including medical, dental and vision benefits for the whole family and domestic partner. A competitive sick leave and vacation plan, twelve holidays a year, and participation in the State's Public Employees Retirement Plan (PERS) are provided, as well as the option of participating in the County's deferred compensation plan (a 457 plan).

Metro Transit is home to the City of Seattle, bounded on the west by beautiful Puget Sound and on the east by the magnificent Cascade Mountains. Seattle and surrounding communities offer rich cultural experiences and diverse outdoor recreational opportunities.

**General Timeframe**

Applications will be screened for clarity, completeness and competitiveness. The most competitive

candidates may be invited to participate in one or more practical exercises. Candidates who pass the practical exercises will be invited to an oral board exam (interview). Below is the time line for this recruitment.

**Practical/Written Exam** (conducted via email/remote): Competitive candidates will receive instructions for this practical exercise Friday, February 21, 2020. The final product will be due Monday, March 2, 2020.

**Oral Board Examination:** Finalists will be invited to an OB interview, which will take place the week of March 16 - 20, 2020 (specific times to be determined).

- Out of state applicants are encouraged and may conduct the OB interview via SKYPE.
- **Please note, dates are subject to change based on resource availability.**

**UNION MEMBERSHIP:** This position is represented by **PSEU: Public Safety Employees Union -- Non-Commissioned Professional Employees - Supervisory - King County Sheriff's Office.**

**King County is proud to be an Equal Employment Opportunity /Affirmative Action employer and we encourage people of color, women, veterans and people with disabilities to apply.**

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APPLICATIONS MAY BE FILED ONLINE AT:  
<http://www.kingcounty.gov/>

Job #2019CBM09459  
SENIOR CRIME ANALYST - METRO TRANSIT POLICE  
BM

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206-477-3404

[Talent@kingcounty.gov](mailto:Talent@kingcounty.gov)

An Equal Opportunity Employer

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