ASO8 Senior Portfolio Analyst
Capability Development Section

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24-hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The Governance and Capability Service supports the Commissioner of Police in the discharge of his responsibility to control and manage SA Police by ensuring SAPOL has appropriate governance and capability to discharge its statutory charter, other government obligations and meet community expectations. The Service leads in supporting strategic thinking, determining strategic objectives, and fulfilling the organisation's vision and values in driving SAPOL performance.

The Capability Development Section is focused on data-informed business improvement aimed at enhancing decision-making, efficiency, and service delivery. Using real-time insights and data informed indicators, the ORP business plan is to prioritise the systematic collection, analysis, and application of data to identify performance gaps, streamline operations, and support strategic planning.

The Senior Portfolio Analyst is responsible for leading the development and delivery of SAPOL's data and analytics capability to support data informed decision-making, organisational performance and strategic reform initiatives. The role provides expert advice in

relation to data governance, analytics, reporting, forecasting and business intelligence, translating complex data into actionable insights for executive and operational stakeholders. Working collaboratively across SAPOL, the position drives the development of analytical solutions, supports business case development and project delivery, and promotes contemporary data practices to ensure organisational priorities are informed by accurate, reliable and meaningful information.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	SAPOL PHQ, 100 Angas Street, Adelaide
Qualifications	N/A.
Out of Hours Work	Some out of hours work may be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships

The Senior Portfolio Analyst:

- Reports to the Manager, Capability Development Section
- Liaises with IS&T business managers, technical staff and key user representatives on data requirements at design and implementation of corporate programs and projects.
- Liaises across SAPOL branches and projects to ensure the identified business and technical needs are satisfied, and appropriate data solutions are delivered to the business.
- May be required to work at a similar level on multiple project teams within the bounds of an agreed workload.

KEY OUTCOMES

- Lead the development and advancement of SAPOL's data and analytics capability through the application of advanced statistical analysis, predictive modelling, data science methodologies and contemporary analytical practices.
- Identify and translate strategic and operational data requirements into a coordinated data and analytics roadmap to support organisational priorities and data-informed decision-making.
- Design, develop and continuously enhance analytical solutions, including data models, algorithms, dashboards, business intelligence products and reporting frameworks, ensuring effective lifecycle management from development through to deployment and maintenance.

- Lead complex analytical projects and initiatives that strengthen organisational capability, improve operational effectiveness and support the delivery of strategic outcomes.
- Provide expert analytical advice and actionable insights to support executive decision-making, policy development, organisational performance monitoring, forecasting and strategic planning.
- Govern and enhance SAPOL's enterprise data environment by maintaining authoritative data assets, analytical frameworks, reporting solutions and information management practices that ensure data quality, integrity, consistency and compliance with governance standards.
- Provide specialist leadership and advice on data, analytics and business intelligence requirements for business cases, organisational initiatives and investment decisions, including impact assessments, cost-benefit analysis, forecasting and risk evaluation.
- Collaborate with Business Analysts, Project Managers, Enterprise Architects and key stakeholders to ensure data and analytics requirements are embedded within projects, and new capabilities are effectively implemented, operationalised and supported.
- Build strong partnerships across SAPOL and provide professional leadership by promoting contemporary data and analytics practices, fostering a culture of data-informed decision-making and supporting organisational capability uplift.
- Drive innovation and continuous improvement in data governance, information management, reporting systems and analytical capability, while responding to emerging organisational priorities through the provision of strategic advice, technical expertise and decision-support services.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Extensive experience in senior data analytics, business intelligence or reporting roles within complex organisations.
- Advanced analytical, statistical and data modelling skills, with the ability to generate strategic insights from complex datasets.
- Demonstrated expertise in developing enterprise reporting, analytics and data visualisation solutions.
- Advanced proficiency in database technologies, data modelling and SQL within complex data environments.
- Experience in data governance, data quality management and information management practices.
- Proven ability to provide strategic advice on analytics, performance monitoring, forecasting and business improvement initiatives.
- Strong analytical and problem-solving skills, including experience with forecasting, trend analysis and impact assessments.
- Highly developed stakeholder engagement and influencing skills across executive, operational and technical audiences.
- Excellent communication skills, with the ability to translate complex information into clear and actionable insights.
- Demonstrated ability to drive continuous improvement and promote data-informed decision-making.
- Strong attention to detail, professional judgement and commitment to delivering high-quality outcomes.

Desirable Characteristics

- Bachelor of Data Science and Analytics or Bachelor of Statistics
- Tertiary level research project (PhD or Masters level)
- Solid background, knowledge and capabilities in statistics, mathematics, computer science, informatics, computing, or closely relevant scientific field.
- Experience in machine learning applications.

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the State Records Act 1997 and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the Public Sector Act 2009 and Work Health and Safety Act 2012.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to WH&S legislation, principles and practices and risk assessment in accordance with the WH&S Act (2012), regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Guidelines.