

## List of Technology Skills Needs

**Change management skills** – manage change at both an organisational and personal level effectively

**Collaborative working skills** – working effectively with colleagues and other forces in procurement of goods and services

**Communication skills** – specifically in the use of Airwave for both front line officers and police staff

**Contract management skills** – effective management of contracts throughout the contractual process

**Cross border partnership skills** – facilitate information sharing outside the UK

**Data collection and management skills** – recording sharing, and collecting data in line with a particular system, in particular criminality information, facial recognition data, CCTV images

**Data handling and analysis skills** – using criminality information effectively to aid public protection; to identify crime hotspots and handle intelligence from many sources; analyse intelligence from facial recognition databases; to solve crime and handle intelligence from CCTV images

**Data recording skills** – in regard to new crime recording standards

**Information sharing skills** – to provide effective information to partner agencies

**Inter-agency working skills** – to work effectively with two or more governmental agencies

**IT process management skills** – ensure new technologies integrate with current systems to maximise effectiveness

**IT skills** – officers and staff will need to adapt to new systems and processes; use of systems and processes associated with criminality information; in the use of data mining software / technology; in the use of software to analyse images collected from CCTV footage; in the use of facial recognition software; in the use of various types of mobile data technology

**Procurement management skills** – getting the best terms when procuring services, especially regarding IT products

**Strategic leadership skills** - to provide a clear vision and sense of purpose

**Strategic partnership working skills** – work effectively with other agencies on a more structured and formalised footing

**Resource management skills** – use of new technologies to effectively manage resources, including people

**Technical skills** – staff to stay up to date with advancements in technology to maximise the use of the new tools available; to ensure Airwave has the capacity to function fully during the

2012 Olympic Games and officers and staff are trained in expansion to the service; in the use of ID cards; associated with Low Copy DNA analysis in particular collection and storage