



Ian Norris

BSc(Hons) Cognitive Science, 1994
Crime Analyst, Hertfordshire Constabulary

Joining the team

Ian works as a crime analyst within the 'Operation Manhunt' team – sounding like a department straight out of CSI, their focus is around crime that targets the elderly, mainly distraction burglaries and rogue trading.

After graduating Ian initially worked at Henkel, the German multi-national personal care company, as a Business Analyst. Whilst this used some of his skills and knowledge, it was his work as a Special Constable that made Ian decide to go for a shift in sector and join the police.

Around this time a job advertisement came up for a crime analyst – something which is increasingly rare now, as these roles are rarely advertised externally. He was offered the position and became part of the Force Intelligence Bureau (FIB), which involved examining crimes and identifying patterns which would assist in catching offenders.

Real-world impact

Even though Ian has worked for the Police for a number of years, he still finds his role satisfying and interesting. *“With this type of work there is a real-world impact – when you know that the role you played helped to catch a criminal then it gives you a real feeling of satisfaction, and that you’ve done something positive.”*

Ian describes his role as a bit like putting together a jigsaw puzzle. Lots of different pieces of information and evidence are presented, and it is then Ian’s job to put them together and draw conclusions that help to guide the overall investigation.

Recently Ian was "Highly Commended" in the national ACIA (Association of Crime and Intelligence Analysts) Awards for Excellence in Analysis 2011. Ian made innovative use of analytical techniques to enhance intelligence and investigative opportunities, significantly contributing to a number of successful operations.

Futures plans and advice

Given Ian’s experience and his engagement with his work, he plans to stay in this area. *“I hope to eventually join one of the national agencies and work on organised crime or issues affecting national security.”*

In terms of advice for graduating students, Ian notes that Hertfordshire police have a number of opportunities for people who are happy to volunteer their time, whether it is as a special constable or in another capacity. He says *“this is a great way to gain an insight into the workings of the police force, as well as doing something positive for the community. I would strongly urge anyone interested in a career in law enforcement to consider volunteering!”*



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