



Job Title:

Senior Analyst

Job Purpose

The Senior Analyst leads on complex and often specialist subject pieces of analysis; enabling senior leaders to take decisions on services or strategic direction that are evidence-based.

The role will have expert technical ability in analysis, and may be a subject matter expert in one or more areas of ECC's business. The role proactively liaises with senior colleagues to ensure business intelligence questions are identified and answered.

The role will matrix-lead teams of analysts, researchers, data developers, performance officers and other colleagues from Corporate Development to provide the best quality analytical products to the organisation using a range of complex analytical techniques such as demand forecasting or risk stratification, for example. This will require working with a wide range of data and evidence sources, including local, partner and open sources for the development of services and products to agreed service standards.

Service/Functional Accountabilities

Working collaboratively with senior colleagues to understand their business requirements, identify opportunities for using analytics to solve business problems, make improvements or be able to confidently predict and plan for the future based on sound evidence.

Responsible for leading multi-disciplinary 'delivery' teams of colleagues across Corporate Development and other colleagues, working collaboratively to deliver complex analytical pieces of work to enable evidence-based business decisions to be taken.

Responsible for providing Senior Leaders and stakeholders with the information and business intelligence required for effective leadership, governance, commissioning and decision making.

Responsible for using intellectual curiosity to proactively explore areas and provide useful, timely analysis to enable the organisation to focus on demand management and prevention, as well as 'whole systems' integration.

Responsible for producing high quality analysis that draws on a range of sources and uses the most appropriate medium to visualise data to tell compelling and actionable

stories with clear recommendations to improve outcomes for local people or organisational effectiveness.

Responsible for ensuring performance management information is timely and robust is used to strengthen accountability across the organisation.

Responsible for enabling data to be accessed by colleagues through the development of 'self-serve' capabilities.

Specific individual and shared targets and objectives are defined annually within the performance management framework.

Dimensions

Budgetary responsibility (direct or indirect impact): None

People management (including direct reports): Senior analysts may be expected from time to time to line manage colleagues, or task manage colleagues as part of multi-disciplinary project teams.

Skills, Knowledge and Experience

Educated to degree level or equivalent by experience.

Evidence of continuing professional development and expert knowledge in relevant professional area.

Significant experience in successfully delivering high quality, complex interpretation and analysis of data that impacts on strategic decision making - within local government or a public sector setting is desirable.

Extensive experience of carrying out complex analytical projects that have made tangible improvements, as well as identifying opportunities for data and analytics to solve business problems and inform future strategic direction.

Knowledge of governance requirements around quantitative and qualitative research methodology, including excellent working knowledge of the Data Protection Act.

Experience of leading teams within a matrix-management approach, outside of traditional line management arrangements.

Demonstrates excellent awareness and understanding of the practical implementation of the Data Protection Act.
