

Job Description

Title: Data Analyst

1. Role purpose

To work proactively as part of the PPL team, within the new Data and Analytics Team, to lead the delivery of innovative and impactful analytics work for PPL clients, the development of PPL's internal capacity to deliver such work, and the development of PPL's client base for such work. The role will include:

- Taking formal responsibility for the delivery of significant analytics projects and managing teams of consultants and data engineers.
- Leading the development of the newly formalised Data and Analytics Team with support from senior leaders. This will include:
 - Clearly defining the role of and embedding the new Data and Analytics Team within the organisation in a way that supports and enables other PPL teams.
 - Developing PPL's internal human and technical capacity within the Data and Analytics Team and the broader Consulting Team to deliver high-quality, impactful, and innovative analytics work. This could include skills transfer, and set up of infrastructure such as cloud services.
 - Managing newly hired data engineers within the new Data and Analytics Team to allow them to contribute to PPL's objectives.
 - Explore the potential of automation and tech-augmentation to release resources across the organisation at all levels.
- Leading analytics-focused business development, developing PPL's presence and relationships with public sector (e.g. NHS, local government) clients to help them identify and achieve their objectives.
- Developing innovative ways to use analytics to help realise PPL's outcomes as a social enterprise, particularly in our work with third sector partners.

2. Responsibilities & requirements

2.1 Technical data delivery

Support and enhance the delivery of projects by providing analytical capability and developing PPL's infrastructure to derive value and insight from datasets using modern techniques. Key skills required are:

- Experience designing and delivering structured and effective data collection using a range of sources, including designing data requests in collaboration with client organisations.
- Experience managing a wide range of different datasets, including through effective and secure information governance and data protection. Experience managing large public sector datasets is particularly desirable.
- Experience interpreting data and the outputs of analyses, applying statistical approaches to identify trends and relationships in complex datasets and draw meaningful conclusions and recommendations.
- Knowledge of datasets relevant to health and social care is desirable. This includes publicly available population data and public health data, core NHS datasets (e.g., SUS, HES), and local authority datasets.
- A level of technical proficiency that allows close work with and management of data engineers to deliver their core functions including data structuring and cleaning, segmentation, model design.

- Familiarity with reporting packages (e.g., Power BI), database management tools (e.g., SQL), and ETL (Extract, Load, Transform) processes.
- Familiarity with key cloud services providers (AWS, Azure) and an understanding of how these tools might be applied to benefit PPL and our clients.

2.2 Programme and project delivery

Delivering assigned programmes and projects on time and on budget by:

- Delivering agreed analytics projects and programmes of work and managing their scope, quality, risks, issues, budgets, and data.
- Consolidating analytics activity across PPL and identifying analytics work packages and deliverables.
- Ensuring effective documentation and quality assurance of analytics deliverables.
- Supporting the development of PPL's internal Data and Analytics Team and supporting client and partner organisations to develop their own analytics teams.
- Supporting the delivery of wider project work being delivered by the Consulting Team by developing approaches to improving analytics skills across PPL and identifying and delivering new technology and infrastructure to support the wider team.

2.3 Business development

To support the realisation of PPL's organisational objectives by growing PPL's business within the analytics space. This will mean:

- Developing relationships with clients in the analytics space on behalf of PPL.
- Supporting new business opportunities through to contract award (e.g. devising data analytics methodologies for new potential projects).
- Supporting development of PPL product and market offerings (e.g. creating case studies, defining our Data and Analytics offer).

2.4 Resource Management

To support the deployment of PPL's human and financial resources by:

- Supporting additional Data and Analytics Team recruitment if appropriate
- Ensuring compliance with agreed PPL policies and procedures
- Supporting the realisation of PPL's values on both an individual and organisational level

3. Competencies

A. Communication and Impact

The ability to communicate openly, clearly, and confidently, in speaking, formal presentation and writing; adapting style to the audience, actively listening and responding with empathy to others; engaging and influencing both individuals and groups; all with the aim of developing and supporting agreed and commonly understood perspectives and outcomes.

Intermediate

- Communicates effectively at all levels of organisations, both with individuals and in presentations covering outputs from complex numerical outputs for large and diverse groups.
- Effectively manages complex and sensitive discussions and negotiations to achieve desired outcomes on behalf of PPL and our clients.

<p>B. Leadership and Management</p> <p>The ability to establish and secure collective buy-in to a vision and strategy for an organisation or group; to take personal responsibility for effecting that vision; and, through a combination of personal and professional integrity, credibility and managerial skills, to support and develop others in enabling successful development and delivery.</p>	<p>Intermediate</p> <ul style="list-style-type: none"> • Takes formal responsibility for leading and managing significant projects and numbers of individuals, empowering them to develop, contribute and succeed • Builds teams which embody the values of the organisation, leading those teams by personal example. • Takes ownership of significant opportunities and complex challenges; understands risks and options, decides on the most effective course of action, and successfully engages others in each stage of the process through to delivery.
<p>C. Customer Focus</p> <p>The ability to understand, meet and exceed customer expectations; applying existing experience and structured approaches in a creative and flexible way; and through this delivering an excellent service and sustainable, value-adding outcomes aligned to the customer need.</p>	<p>Intermediate</p> <ul style="list-style-type: none"> • Develops new and innovative business strategies and offers that help customers to overcome significant challenges or to realise previously unexploited opportunities. • Successfully establishes ongoing transfer of knowledge and understanding to customer teams, leveraging experience and best-practice. • Builds sustained relationships across customer organisations, successfully extending those relationships based on a shared understanding of the opportunities and benefits of collaboration.
<p>D. Delivering Change</p> <p>The ability to understand and baseline the ways in which organisations work, developing comprehensive people, process and technology improvements, and successfully transitioning these into reality.</p>	<p>Intermediate</p> <ul style="list-style-type: none"> • Develops innovative and comprehensive solutions to meet identified customers need, drawing on best practice from multiple different areas. • Drives the change process, including all elements of communication and stakeholder engagement, across multiple business areas, proactively identifying and managing opportunities and risks. • Demonstrates a commitment to continuous learning and fluency with the latest innovations in data analytics, staying current on the relevant cloud platforms as each updates its offer.