Job Title: Senior Data Analyst (Early Help and Education)
Job Grade: Level 5, Zone 1
Salary Range: £49,930 - £57,543

About us

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

Data play a crucial role in supporting both people and communities in Camden. Understanding residents' needs requires inclusive data which help bridge gaps and shine light on the most complex social issues without bias or preconceptions. To achieve this vision Camden has recently published its first of a kind Data Charter to ensure that data is used transparently for public good and managed securely and ethically in an accountable way across the organisation.

Domain Focus

You will lead a portfolio of specialist data analytics work focused on supporting Camden's Children's Services, with a specific focus on Early Help and Education. You will use a data from a wide variety of internal and external sources in your analysis, with data sourced from case management systems such as Mosaic and Impulse and large repositories of data such as our School Census returns featuring heavily in the work. Data will be used to facilitate efficient and joined-up operations of Camden's Family Support and SEND services; as well as to inform strategic decision making. You will also be responsible for the delivery of timely and high-quality returns to central government and partner agencies, most notably returns under the national Supporting Families programme, School Census and SEN2 returns.

Relationships

The role sits within the Data Team of Camden's Supporting People Strategy Service and will work closely with the Head of Family Support and Complex Families; as well as other officers in various roles involved with the delivery of Early Help and Education services. This will require the maintenance of effective working relationships with frontline staff to senior leadership, to help inform analysis, provide advice, and encourage improved data literacy. The Senior Data Analyst for Early Help and Education will be responsible for the line management of a team of Data Analysts holding domain specific responsibilities and will operate as a leader and expert within Camden's wider community of data professionals, supporting wider data analytics to support corporate cross-cutting priorities.

The Role

As a Senior Data Analyst in Camden, you will be an accomplished data analytics practitioner with a body of knowledge and experience of relevant skills, tools and techniques that you are able to share with others and use to implement and oversee data analytics that effectively supports us in delivering for the people of Camden.

Analysis and synthesis of data:
You will apply a range of methods to analyse data from a variety of sources and synthesise findings and will support others to do the same. You will engage colleagues with varying opinions and perspectives into your analysis. You will provide professional advice and expertise to Heads of Service, making intelligent use of a variety of data to measure outcomes, inform decision-making and improve the experience of the people we support. Your analysis, and that which you oversee, will support both service improvement and wider strategy development, policy, and service design work across the organisation. You will advise other Camden Data Professionals on the choice and application of techniques and can critique their findings to assure best practice.

Communication:
You will listen to the needs of technical and non-technical stakeholders and interpret them, working collaboratively to establish clear business questions that enable targeted analytics to deliver actionable insight. You will identify when stakeholder expectations need to be managed and will do so in a collaborative fashion. You will manage active and reactive communication. You will participate in or lead difficult conversations within a team or with senior stakeholders where necessary. Outside of the council, you will represent Camden at professional forums alongside other local and national government bodies and partner organisations.

Data management:
You will ensure adherence to Camden's data governance and data management standards and guidelines within your team's products and services and will continually communicate and improve data management practices in your teams. You will help define and support the use of common toolsets and seek to automate data management activities where possible. You will lead on the publication of data in a transparent way, exploring ways in which data can be used to

support coproduction work with residents. You will explore the potential of new data-sharing tools between the Council and our partners. You will take responsibility for managing data risks, particularly risk to privacy, and for ensuring compliance with local and national regulations. You will author robust documentation, such as Data Sharing Agreements and Data Privacy Impact Assessments, to ensure mitigation of risk to privacy where necessary.

Data modelling, cleansing and enrichment:
You will build and review complex data models, ensuring adherence to standards. These data models will enable innovative and effective reporting and analysis, to support key corporate priorities and outcomes. You will use data integration tools and languages to integrate and store data and advise teams on best practice. This will involve the development of dashboards in consultation with services and in collaboration with Camden's Data Engineers. You will ensure data for analysis meets any pertinent standards and is interoperable with other datasets, enabling reuse. You will collaborate with other data professionals to improve modelling and integration patterns and standards.

Data quality assurance, validation and linkage:
You will lead on system design and work with system specialist to ensure enhanced user experience and strong data quality within Camden's databases. You will develop data quality auditing processes to facilitate data entrants in effective recording. You will specify how data should be prepared and set up ETL processes that prepare data for use. You will bring data together from different sources using appropriate linkages and can communicate the limitations of data. You will peer review colleagues' outputs to ensure quality.

Data visualisation:
You will use a variety of data visualisation tools and techniques, applying standards and best practices. You will lead collaborative cocreation of interactive data visualisation tools such as live dashboards. You will present data in settings ranging from operational meetings to high profile strategic partnerships, guiding the effective interpretation of data authoritatively and communicating with influence. You will review, advise, and support other Camden data professionals, and establish processes, standards, and templates for others to follow, improving the efficiency and quality of visualisations.

IT and mathematics:
You will share your knowledge and experience of IT and mathematical skills with others, including tools and techniques. You will define those most appropriate for the environment and ensure work is carried out in a manner that is sensitive to information security. You will use your experience of a variety of tools such as MS Excel, Qlik, SQL, R, Python, QGIS and Tableau to define solutions and support colleagues in their use of such tools.

Logical and creative thinking:
You will ensure that the most appropriate actions are taken to resolve problems as they occur. You will coordinate teams to resolve problems and implement solutions and preventative measures. You will identify innovation opportunities that enable more effective use of data and implement solutions that realise value from these opportunities.

Project management:
You will share knowledge and experience of project management methodologies with others, including tools and techniques. You will define those most appropriate for the environment. You will lead projects within a data analytics team as well as taking a lead role as a data analytics expert amongst colleagues within multidisciplinary teams. You will ensure that deliverables such as internal performance reports and returns to central government are met in an accurate and timely manner.

Statistical methods and data analysis:
You will apply your understanding of statistical methods and data analysis to business problems and oversee the work of others doing the same. You will develop deeper expertise in a narrower range of specialisms and collaborate effectively with data professionals that have different specialisms. You will start to apply emerging theory to practical situations.

Inclusion and Diversity

We want Camden Council to be a great place to work and to ensure that our citizens are represented in leadership roles and positions of power. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. To discover more about Camden and our commitment towards diversity, equality and safeguarding, please visit 'www.camdenjobs.co.uk/staff-benefits'.

Asking for Adjustments

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at resourcing@camden.gov.uk or post to 5 Pancras Square, London, N1C 4AG,