Senior Data Analyst (Children's Safeguarding and Social Work)
Level 5, Zone 1

Job Summary

Salary Range: £49,930 - £57,543
Job Level: Level 5 Zone 1
Work Location: 5 Pancras Square, London, N1C 4AG
Hours per week: 37
Contract type: Permanent
Closing date: Tuesday 7th November 2023, 23:59
Interviews to be held: TBC
Alternative flexible working options available / open to discussion
Anonymised Application – *in keeping with Camden's commitment to inclusion the recruitment to this role is anonymised and supports the objective of reducing the impact of unconscious bias.*

About Camden

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

Camden's Children's Safeguarding and Social Work (CSSW) division provide high quality and effective services to the children, young people, and families of Camden. These services include but are not limited to Safeguarding, Children in Need, Child Protection, Children Looked After, Fostering and Adoption, Missing Children, Unaccompanied Asylum-Seeking Minors, Child Sexual Exploitation, and Disabled Children. With an 'Outstanding' Ofsted rating in April 2022, our children's services provide a "highly effective collegial response to contemporary social issues" and we aspire to further enhance our service provision. Data play a key role in enabling this.

You will lead on the design, implementation, and maintenance of bespoke performance monitoring systems that provide timely, robust, and useful data in a manner that drives high levels of performance and efficiency within operational teams. You will take lead on establishing and leading a dynamic of co-creation with the users, whilst also seeking out, leveraging and innovating on best practice across the sector. You will be accountable for ensuring compliance with regulatory obligations. This includes the timely completion of statutory returns and the ongoing maintenance of data models in alignment with the requirements of these returns. This also includes ensuring ongoing readiness for inspections and delivery against data-related requirements associated with those inspections. We are ambitious in our use of data and strive to capitalise on opportunities presented by the use of new technologies in the delivery of children's social services. This extends to the use of emerging data analytics tools as well as the delivery of innovative analytics that leveraging data from a wide variety of sources to generate new insights and inform decision making. In this context, you will set a culture of innovation and learning within the data function by which children social services will benefit as new data analytics technologies become available.

Relationships

The role is managed within Camden's Supporting People Data Team, working closely with teams across children's social services on a day-to-day basis with a dotted line in to CSSW's Head of Quality Assurance. You will work closely with the CSSW's Quality Assurance service on an ongoing basis, ensuring that the design and use of business systems is effectively aligned with the modelling and interpretation of data. This will involve becoming an expert in the database underlying the services' case management system, Mosaic, and the development of complex lines of ELT from that database. You will design these ETL processes in such a way that they interact efficiently effectively with wider reporting architecture, and you will collaborate with other Data Analysts, Data Engineers, and Data Architects to support this.

You will be a point of contact for senior officers across children's services and act as a conduit by which their work may benefit from the data capabilities across the organisation; whilst also ensuring that your support of the services is carried out in alignment with the organisation's wider data strategy. You will ensure that the data function maintains strong relationships with frontline teams, working together to co-create performance monitoring tools and interpreting performance data to identify actionable insights the enable high performance and efficiency. You will proactively promote effective maintenance and use of data across children's services, ensuring that data are readily accessible and providing guidance on its maintenance and use. You will also be available to senior leadership as a data analytics expert, responding promptly and authoritatively to requests for analysis, providing challenge as a critical friend where necessary, and ensuring that strategic decision making is always informed by insights from data. Your response to business questions will require you to incorporate data from a wide variety of sources in addition to the data generated by the services. Sources will include, for example, other council databases, population statistics, and benchmarking data; and will extend to data in a variety of structured and unstructured formats.

Our children's services are delivered in partnership with organisation across the public sector and voluntary sector. In this context, you will lead on the establishment of effective information sharing systems that enable joined up partnership working; and will maintain strong relationships with data professionals within these organisations to share data, insights, and best practice. You will proactively participate as a leader in professional networks to share skills, thinking, and best practice in use of data in children's services. This includes both the community of data professionals across Camden and wider pan-London and national networks.

The Role

As a Senior Data Analyst in Camden, you will be an accomplished data analytics practitioner with a body of knowledge and experience in the 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 for 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 business 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.

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 and 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 partner agencies. You will take responsibility for managing data risks, particularly risk to privacy, and to ensure compliance with local and national regulations and 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 data sets, 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 at source. You will develop data quality auditing processes to facilitate data entrants in effective recording. You will specify how data should be cleansed and 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 quality assure 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, 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 co-ordinate teams to resolve problems and implement solutions and preventative measures. You will identify innovation opportunities that enable more effective use of data.

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 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.

People Management Responsibilities

As a Senior Data Analyst, you may be required to line manage data analysts. There will certainly be an expectation that you oversee the work of other Data Analysts for the purposes of quality assurance, upskilling and

Over to you

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

Is this role Politically Restricted?

This role is not politically Restricted.

Diversity and Inclusion

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and those of other non-white ethnicities, those who identify as LGBT+, neurodiverse and disabled people.

Agile Working

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships; we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK (www.HireMeMyWay.org.uk). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

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