

Job Profile

Job Title: Principal Data Analyst (Corporate Services)

Job Grade: Level 6 Zone 1

Salary Band: £66,573 - £79,782

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 plays 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.

About the role

As a Principal Data Analyst in Camden, you will be an accomplished data analytics expert 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. You will be comfortable leading a substantive team of other data analysts, managing Lead Data Analysts leading the teams of analysts supporting other directorates and set standardisation of practice, leadership on cross-directorate work and work closely with other data capability professionals to solve complex problems and create better insights as well as new analytical products.

Leadership

You will play a key role in the implementation of the Hub and Spoke model for data analysts at the Camden Council. You will directly manage two Lead Data Analysts and a small team of data analysts to manage data analysts within corporate directorate. You will set up standards, trail

new methods and tools and quality-assure key analytical products and set out the vision for analytical and reporting strategy to support Camden's Data Strategy.

Analysis and synthesis

You can help an organisation to adopt a wide range of analysis and synthesis techniques, and to continually assure, improve, and innovate their practices to generate clear and valuable findings. You will work closely with the LDA to ensure that the methods are fit for purpose, and you will work with the Head of Population Intelligence and Statistical Methods in development, adoption and assurance of statistical methods used in LBC. You will convey the Data Analysis Communities of practice assuring best standards and communicating new areas of work. You will lead on the establishment of the regular methodological panel which will peer review the practices and methods used in the area of data analysis and synthesis.

Communication

You can mediate between people and mend relationships, communicating with stakeholders at all levels. You can manage stakeholder expectations and moderate discussions about high risk and complexity, even within constrained timescales. You can speak on behalf of and represent the community to large audiences inside and outside of government. You can clearly understand and communicate key pain points, priorities and issues arising in the Data Analysis community across Camden. You will work closely with the Lead Data Architect, LDAs, Lead Data Scientist, Head of Data Engineering and the Head of Population Intelligence and Statistical Methods to ensure that data projects are evaluated in a multidisciplinary way.

Data management

You can ensure data management and governance processes are in place and adhered to for the products and services your teams provide and within teams led by the Lead Data Analysts. You will provide support to the LDA in implementation of processes set out by the Lead Data Architect. Working with the Lead Data Architect you will ensure that data management responsibilities are clearly defined, and training is in place to enable the execution of data management practices. You can define strategies to enable continual improvement of data management practices and compliance with data governance policies.

Data modelling, cleansing and enrichment

You can understand different ways to model data to maximise its use and value. Working with the Lead Data Architect you will ensure data is modelled appropriately, and modelling standards exist and are complied with. You can understand a number of data integration tools and patterns, and ensure your teams have the support and training needed to use the most appropriate methods. You will support LDAs in

implementation of the best data modelling techniques and adjust the training offer to reflect their needs. You will build relationships with Lead Data Architect, Head of Data Engineering and Lead Data Scientist to share best practice and continually improve data modelling and integration processes and standards.

Data quality assurance, validation and linkage

You can show a deep understanding of key data sources, tools and systems across Camden and you will support LDA in their needs. You can use appropriate approaches for verifying and validating data and analysis and you will develop a set of tools and methods to support the Data Analysts community in implementing them. You can influence senior stakeholders in data approaches. You can coach and mentor others.

Data visualisation

You can set the strategy to enable your teams to produce effective and influential visualisations. You can work with LDAs on ensuring that you understand the need and requirements for the data visualisation. You can ensure adherence to organisation-wide standards and guidelines and suggest appropriate ways to improve them. You will work with Lead Data Scientist to ensure that the tools and methods on offer are fit for purpose. You can ensure your team has the training, skills and support required to produce high quality data visualisations that are insightful and can be acted upon. You will support LDAs and review the outputs where appropriate to ensure high-quality outputs. You and the LDAs will work together to implement feedback gathering to support continuous improvement.

IT and mathematics

You can demonstrate knowledge and experience of the application of IT and mathematical skills. You will be a recognised specialist and adviser in these skills, including relating to user needs, generation of ideas, methods, tools, and leading or guiding others in best practice. You will work with the LDAs on the gradual maturity of the IT and mathematics skills across Camden. You will work with the Head of Population Intelligence and Statistical Methods, Lead Data Scientist and the LDAs on the development of common IT and mathematical skills and to develop Statistical Methods Library which is fit for purpose.

Logical and creative thinking

You can anticipate problems and know how to prevent them. You will support LDAs in problem solving in their area. You will be showcasing the data-led approach to problem solving to the rest of the organisation. You will connect problems into the larger picture. You can describe problems and help others to do so. You can build problem-solving capabilities in others.

Project management

You can demonstrate knowledge and experience of the application of project management methodologies. You will be a recognised specialist and adviser in project management of complex data projects, including user needs, generation of ideas, methods, and tools, and leading or guiding others in best practice. You can oversee projects within a data analytics team, and you will support LDAs in implementation of the best project management practices and standards as set out by the corporate function. You will ensure all the work of the data analysts can be tracked and is visible to the rest of the organisation.

Statistical methods and data analysis

You can understand, teach, and supervise a wide range of practices, or may have deep expertise in a narrower range of specialisms. You can apply emerging theory to practical situations. You will lead a range of novel projects which will test new implementation of methods. you will ensure that you work closely with the Head of Population Intelligence and Statistical Methods on ensuring that the high-quality Statistical Methods Library is developed. You will support LDAs in any novel use of data and will help facilitate their involvement in projects with external partners. You will develop a monitoring and evaluation framework with the PDAs and the rest of the Data Hive to ensure that novel methods can be tracked and monitored.

Domain Focus

This is a new role which sits at the heart of enforcing strong data capability for Camden to support all of our services. You will be leading the Data Analysis profession, forge new collaborations and develop new analytical products using both internal data and that shared with our partners. You will lead a small team of data analysts embedded within Corporate Directorate and you will provide guidance and technical steer to Lead Data Analysts who themselves lead teams of analysts in Supporting Communities directorate and Supporting Adults and Children. You will tackle with other data capability professionals such as engineers, scientists, researchers, architects and developers to find most innovative and efficient ways to tackle both old and new problems. You will drive innovation in the data analysis capability and drive the implementation of change.

Relationships

The role sits within Data, Analysis and Research team and will report to the Chief Data Officer who has responsibility for setting and implementing a comprehensive data strategy across the whole data estate in Camden. You will work closely with officers in various roles involved with the delivery of corporate analytical products such as equalities, understanding demographic population of Camden, refugees or supporting our HR team and systems . 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 as well as uptake of new tools. The Principal Data Analysts will lead the Data Analysis profession and will play a key part in statistical methods review or ethics panels. The role involves working closely with directors and senior officers as well as taking leadership on any cross-directorate analytical work to support such work as Cost of Living crisis.

Work Environment

- Hybrid - from home and up to three days per week at 5 Pancras Square, London N1C 4AG

People Management Responsibilities

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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?

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden click [here](#).

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 nonwhite 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.