Lead Public Health Intelligence Analyst

Salary Range: £ 58,184 - £67,886

Grade: Level 5 Zone 2

Location: 5 Pancras Square, London N1C 4AG

Reports to: Head of Public Health Intelligence

About the role

The post holder will join Camden's growing Public Health Intelligence team who specialise in knowledge management and epidemiology/statistics. The remit of the team is to turn health data and information into intelligence that underpins policy decisions to improve population health and reduce inequalities. The Lead Public Health Intelligence Analyst will develop the team's work plan and strategic goals in conjunction with the Head of Health Intelligence. They will lead on technical advancements and innovative approaches to data usage and sharing, including the development of more complex epidemiological analyses using advanced statistical techniques (e.g. risk stratification, modelling, opportunity analysis and health care analysis). They will lead on the design, methods and quality assurance of the team's analysis, and data management.

The post holder will develop and maintain key working relationships and partnerships with a variety of internal teams and external stakeholders (e.g. North Central London ICB, academic and voluntary sector partners), providing advice and input on emerging priorities to senior stakeholders. They will develop and deliver training on epidemiological analysis to the public health intelligence team, the public health department, and other analytical teams.

The post-holder will report to the Head of Health Intelligence and manage a team of Senior Public Health Analysts. This post is aligned to Camden's DDaT-based Professional Framework for Data Analysts, it forms part of Camden's wider community of practice for Data Analysts and maintains a dotted line into the Principal Data Analyst.

The things you'll achieve

- Providing expert advice to senior staff to enable evidence-based decision making, strategy development, service planning, and the delivery of services.
- Engaging with senior stakeholders to progress Public Health priorities.
- Planning, managing, and delivering on a range of projects requiring potentially complex analytic input, including negotiating and agreeing the appropriate data output, initiating and planning workloads, setting timescales, and managing workloads across the team.
- Supporting the development of robust, scalable analytical products within the team and partner organisations, including providing advice and assistance to analysts on statistical, technical, and communication methods.
- Using analytical software such as R, SQL, and mapping packages in combination with software such as the Microsoft Office suite and Git to undertake reproducible data manipulation and analysis as well dissemination of data and intelligence, working individually and as part of a team of analysts.
- Leading the development of innovative methods of analysis and working to increase the quality of intelligence produced, including the use of reproducible analytical pipelines.
- Supporting the work of the broader team, including with quantitative and qualitative evaluation, needs assessments, and the management of work.
- Communicating with stakeholders, including senior and specialist and non-technical staff, using verbal, written and graphical communications to translate complex evidence and statistical concepts confidently and robustly as well as developing and maintaining these relationships.
- Carry out quality assurance of data and analysis.
- Design and deliver training and workshops internally and externally.

About you

Domain Knowledge

Education
Educated in a suitable postgraduate qualification in public health, epidemiology, statistics, social and behavioural sciences, health sciences or similar numerate discipline.

Analytical experience
Extensive experience of leading robust public health analysis, synthesising data and research, forming well founded results and recommendations to support evidence-based decision making. Strong understanding of quantitative epidemiological methods (e.g., standardisation, significance testing, and regression) and ability to extract, validate, analyse, interpret, and present quantitative data. Working knowledge of qualitative research methods, and their strengths and limitations. Highly experienced in information governance and data management. Experienced in developing and delivering training and education on quantitative analytical methods and data visualisation. Experienced in developing reproducable analytical pipelines, ideally using R or Python.

Public Health
A strong understanding of public health, health inequalities, and the wider determinants of health. Knowledge and experience of the development, use, and interpretation of public health datasets, their strengths and weaknesses, and appropriate methods for answering different public health questions.

Stakeholder management
Experience of working collaboratively across organisations and partners, including higher educational institutions, health services, the voluntary sector and patients and the public. Adept at influencing and negotiating with senior stakeholders.

Strategic context
A good understanding of local government, the health system environment, and the UK health research landscape. Enthusiasm and experience of collaborating across organisations and partnerships, including with the voluntary sector and patients and the public. Skilled in navigating different organisational settings, conditions, and audience needs.

Project management and adaptability
Excellent time management and prioritisation skills, able to oversee a team working simultaneously on a number of complex and challenging projects. Planning, organising, and prioritising the workload of oneself and others to deliver high quality outputs to deadline.

Communication
High standard of oral and written communication skills, demonstrated by the ability to synthesise and present complex information, in a variety of formats to a variety of audiences. Ability to produce high quality research outputs which are accurate and accessible to all stakeholders, including non-experts.

People Management
Experience of managing a team in accordance with corporate policies, demonstrated by an understanding of human resources policies and management strategies. Skilled at training and developing team members wider stakeholders, including non-experts.

(Continued overleaf)

About you

This post is aligned to Camden's Digital and Data Profession Capability Framework for Data Analysts; the capabilities of this framework are presented below:

Analysis and synthesis of data: You will be confident in adoption a wide range of analysis and synthesis techniques which you will set jointly with Principal Data Analyst, and to continually assure, improve and innovate their practices to generate clear and valuable findings. You will communicate to the Principal Data Analyst need for new methods and will assure and review the use of methodology for analysis and synthesis within your area. You will actively participate in the Data Analysis Communities of practice sharing best practices.

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 can ensure data management and governance processes set out by the Principal Data Architect are in place and adhered to for the products and services your team provide. You can ensure data management responsibilities are implemented in your area and training on offer is completed by your team members which enable the execution of data management practices. You can design and implement strategies to enable continual improvement of data management practices and compliance with data governance policies. You can implement strategies to enable continual improvement of data management practices and compliance with data governance policies. 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 can understand different ways to model data to maximise its use and value. You can ensure data is modelled appropriately to the standard set out by the Principal Data Architect. You can understand a number of data integration tools and patterns, and ensure your teams use the support and training on offer to use the most appropriate methods. You can build relationships with other senior data professionals (in fields such as data architecture, data engineering and data science) 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 relevant data sources, tools and systems. You can use appropriate approaches for verifying and validating data and analysis. You can influence senior stakeholders in data approaches. You can coach and mentor others.

Data visualisation: You can work with Principal Data Analyst on setting the strategy to enable your teams to produce effective and influential visualisations. You can ensure adherence to organisation-wide standards and guidelines and suggest appropriate ways to improve them. 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 work closely with the Principal Data Analyst on ensuring that the training and support is in place to support the needs of your team. You can implement feedback gathering to support continuous improvement.

IT and mathematics: You will share your knowledge and experience of IT and mathematical skills with others, including tools and 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 for your area, including relating to user needs, generation of ideas, methods, tools, and leading or guiding others in best practice. You will work closely with the Principal Data Analyst to ensure that skills relating to application of IT and mathematics is shared across Camden's 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.

About you

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. You can anticipate problems and know how to prevent them in your area. You can understand how problems fit 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 work closely with the specialist and advisers in project management, including user needs, generation of ideas, methods and tools, and leading or guiding others in best practice to ensure you can oversee a portfolio of projects within a data analytics team. You will use the tools and standards recommended for project management by the corporate function. You will ensure that your teams' tasks are transparently managed within corporate tools and your teams' priorities are correctly communicated to the rest of the organisation.

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. 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 with. You will engage with other data analysts on cross-Camden projects and innovate with external partners.

Other important stuff...

People management
You will manage Senior Public Health Analysts, and through them Public Health Analysts.

Work environment
This role is a mixture of working from 5 Pancras Square, working from home and working from external organisations and spaces as appropriate.

Who you will be working with
The post holder will report to the Head of Health Intelligence and develop and maintain key working relationships and partnerships with a variety of internal teams and external stakeholders (e.g. North Central London ICB, academic and voluntary sector partners).

The application process
Shortlisted applicants will be invited for assessment which will take place w/c 9th September. Assessment will be a technical test and an interview with a panel.

To discuss the role or application process please contact
Will Yuill (Head of Health Intelligence) – **will.yuill@camden.gov.uk**

Who we are

Diversity & 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.

Asking for Adjustments

Camden is committed to making our recruitment practices 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

For the Rebellious
www.camdenjobs.co.uk