Senior Public Health Intelligence Analyst

Salary Range: £52,282 - £59,895

Grade: Level 5 Zone 1

Location: 5 Pancras Square, London N1C 4AG

Reports to: Lead Public Health Intelligence Analyst

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 Senior Public Health Intelligence Analyst will be responsible for drawing together information from NHS and non-NHS sources in traditional and innovative ways to explore patterns and determinants of health, including health inequalities, and communicating findings to influence decision making. Work will cover an array of topics including health improvement, health protection, population health management, modelling, opportunity analysis, and health care analysis and will be a mixture of ad hoc and long- and short-term projects.

The post-holder will report to the Lead Public Health Intelligence Analyst and line manage Public Health Intelligence Analysts within the team. 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 Lead Data Analyst for Supporting People.

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.

- Contributing to 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 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. Good understanding of information governance and data management. Ability to develop and deliver 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, inequalities, and wider determinants of health. Knowledge and experience of the development, use, and interpretation of relevant datasets, their strengths and weaknesses, and appropriate methods for answering 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. Experience of 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 work 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
Ability to manage staff in accordance with corporate policies, demonstrated by an understanding of human resources policies and management strategies. Adept at training and developing team members and wider stakeholders.

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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 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.

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About you

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.

Other important stuff...

People management
You will manage Public Health Intelligence 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
You will work with a range of stakeholders within and outside the Health & Wellbeing Department, including Camden's Strategy, Policy and Design team, local NHS and Voluntary and Community Sector colleagues, and residents. You will report to the new Lead Public Health Intelligence Analyst.

The application process
Shortlisted applicants will be invited for assessment which are likely to take place w/c 2nd 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