

Public Health Intelligence Analyst

Salary Range: £48,969 - £55,797

Grade: Level 4 Zone 2

Location: 5 Pancras Square, London N1C 4AG

Reports to: Senior Public Health Intelligence Analyst

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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 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 a Senior Public Health Intelligence Analyst. This post is aligned to Camden DDaT capabilities framework for Data Analysts and will benefit from participating as part of Camden's community of data professionals.

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 or equivalent experience.

Analytical experience

Working knowledge and 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. Awareness 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 reproducible 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 the DDAT framework Camden has adopted. The details of where this post sits within the framework are detailed below.

Analysis and synthesis of data: You will apply basic techniques for the analysis of data from a variety of internal and external sources and synthesise your findings. Your analysis will support both service improvement and wider strategy development, policy, and service design work across the organisation. You will effectively involve a variety of data professionals and domain experts in this analysis and synthesis and will present clear findings that colleagues can understand and use.

Communication: You will communicate effectively with technical and non-technical stakeholders in a variety of roles. You will build strong collaborative relationships with colleagues from frontline to senior leadership and host discussions that help define needs, generate new insights, improve data literacy, and promote data culture. You will be an advocate for the team and can manage differing perspectives and potentially difficult dynamics.

Data management: You will understand data governance and how it works in relation to other organisational governance structures and will be a proactive participant in and promoter of Camden's data governance practices. You will use your experience to manage data, and maintaining data dictionaries. You will effectively manage risk to privacy in adherence to national legislation and local practices.

Data modelling, cleansing and enrichment: You will be able to either produce or maintain data models and understand where to use different types of data models, developing Camden's business intelligence architecture in collaboration with our Data Engineers and Data Architects. You will also have some understanding in reverse-engineer a data models from live systems. You will have understanding of different tools and industry-recognised data-modelling patterns and standards, comparing different data models, communicating data structures using documentation such as schema diagrams.

Data quality assurance, validation and linkage: You will identify appropriate ways to collect, collate and prepare data as set by the Data Architecture team and Data Engineers. This will involve informing the design of frontend system and surveys to ensure enhanced user experience and data quality. You will make judgments as to whether data are accurate and fit for purpose and will support services in maintaining good data quality through the development of data quality auditing systems. You will define and implement batch cleansing processes where appropriate with limited guidance.

Data visualisation: You will use the most appropriate medium to visualise data to tell compelling stories that are relevant to business goals and can be acted upon. Your work will take advantage of a wide variety of data visualisation tools and methodologies, presenting complex information in a way that is engaging, useful and readily intelligible to a range of audiences such as frontline staff, managers, and senior leadership. You will present, communicate, and disseminate data appropriately and with influence in settings ranging from operational meetings to high profile strategic partnerships.

IT and mathematics: You will apply your knowledge and experience of IT and mathematical skills, including tools and techniques. You can adopt those most appropriate for the environment and always work in a manner that is sensitive to information security. You will use your experience of using a variety of tools such as MS Excel, Qlik, SQL, R, Python, QGIS, Tableau.

Logical and creative thinking: You will respond effectively to problems in databases, data processes, data products and services as they occur. You will initiate actions, monitor services, and identify trends to resolve problems. You will take responsibility for determining innovative solutions and assist with their implementation, and with preventative measures. Your analysis will involve creative interaction with data that takes innovative approaches to generating insight and answering business questions.

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About you

Project management: You will apply your knowledge and experience of project management methodologies, including tools and techniques, adopting those most appropriate for initiatives such as the development of new reporting solutions or delivery of statutory returns. You will play a lead role in projects as a Data Analytics expert, collaborating with colleagues in a variety of roles to achieve objectives.

Statistical methods and data analysis: You will understand how and when to practically apply existing best practice solutions. You will use your experience of processing data using statistical techniques such as sampling, regression, averages, clustering to generate insight and answer business questions.

Other important stuff...

People management

You may manage Associate 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. Hybrid and flexible working is available.

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 Senior Public Health Intelligence Analyst.

The application process

Shortlisted applicants will be invited for assessment week commencing 24th February 2025. Assessment will be a technical test and an interview with a panel.

To discuss the role or application process please contact

Caroline Fraser, Lead Public Health Analyst –

Caroline.Fraser@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

