

Job Profile

Job Title: Business Analyst

Job Grade: Level 5 Zone 2

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 shape and implement a better future for us all.

The Business Analyst is new role, supporting the new Strategy and Policy Design team to solve complex problems, ensuring solutions which are evidence based and data-led. The team will lead major programmes of work that support our vision for a 21st century council that delivers on the ambition of Camden 2025. This role will be part of the team's senior management, shaping a new approach from the ground up.

About the role

This role is about using data and insights to solve complex organisational problems. The postholder will investigate, analyse and visualise complex problems and concepts to support decision-making which will inform impactful change. The role will shape the work of the Strategy and Policy Design team, working with a core team of ten policy designers, ensuring that their work is data-led, using a variety of data sets to define and solve problems. The postholder will lead on business case development, impact modelling and financial models for interventions.

It will help the organisation to understand current services and identify opportunities for change. This will include understanding and articulating existing operating models and using insight to challenge these and design new approaches which deliver better outcome for residents. A key role will be in supporting capability and learning across the wider strategy family directorate strategy teams, increasing people's confidence in harnessing and interpreting data to solve business problems and to understand impact. The postholder will be part of the service's senior management team and working closely with the delivery manager to shape the work of the team, working in an agile context.

About you

You will use data to help teams solve problems, with exemplary analytical skills allied with an understanding of people and power dynamics in complex organisations.

You will have a strong understanding of operating models in local authorities and the wider public sector.

You will be able to draw new insights from a wide range of data sets, from management information to the lived experience of citizens, to design policy and change the operating models of services.

You will have excellent interpersonal skills and the ability to create trust relationships even as you challenge the assumptions of professionals with deep knowledge of their areas.

You will be able coach and build the confidence of team members to use data and interpret it, using it as basis to create hypotheses and explore questions.

You will think strategically about data, outcomes and return on investment and be an important voice in shaping the future of the Council's approach.

You will be able to present and communicate data in highly innovative ways, making the most complex data sets accessible to a range of internal and external audiences.

As well as comfort with quantitative data, you will also be have experience of user centred design and be able to design and undertake research across a range of different user groups.

You will be able to produce business cases of outstanding quality, supported by compelling modelling of financial and non-financial impacts of change.

You will be aware of and understand agile methodology and be able to apply this mindset to all aspects of your work.

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 receive an application from you.

Politically Restricted Posts

This post is politically restricted, which means individuals holding this post cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

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.

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.