

PERSON SPECIFICATION

Job Title: Associate Director of Insights and Data Analytics

Department: Data and Analytics

The person specification sets out the essential and desirable knowledge, experience, and skills required for this role. The competency-based selection process will look for evidence that you meet the criteria and core behaviours described below.

Stage assessed at: A/F=Application Form, A= Assessment, I =Interview







AREA	CRITERIA	A/F	A	I
1. Knowledge, training and qualifications	Desirable			
	• Educated to master-degree level or equivalent	✓		
	• Qualification or knowledge in Certified Business Intelligence Professional (CBIP)	✓		
	• Qualification or knowledge in Project Management such as Agile and/or Prince 2	✓		
2. Experience	Essential			
	• Leadership experience in transformation, working at an executive and senior level, transitioning an organisation through different stages of change and creating a new culture	✓		✓
	• Leadership experience at senior level with proven ability to lead and manage in a matrix structure	✓		✓
	• Experience of leading and building a data and analytics department from foundations through to a clear department structure and established ways of working	✓		✓
	• Experience of creating, developing, leading and delivering a data and analytics strategy	✓	✓	✓
	• Experience of working with colleagues and customers to link data and analytics development with clear business objectives	✓		✓
	• Experience of managing change in teams including restructures and repurposing of roles	✓	✓	✓
	• Experience managing large teams and departments, based in different locations	✓		✓
	• Experience of developing and managing a digital transformation programme	✓		✓

	<ul style="list-style-type: none"> • Experience of manipulating, analysing, measuring and business intelligence reporting of structured and unstructured data to inform clear decision making and future strategies 	✓		✓
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AREA	CRITERIA	A/F	A	I
	<ul style="list-style-type: none"> • Experience of managing change effectively 	✓	✓	✓
	<ul style="list-style-type: none"> • Experience of managing complex issues and processes 	✓	✓	✓
	<ul style="list-style-type: none"> • Experience of coaching and developing others 	✓		✓
	Desirable			
	<ul style="list-style-type: none"> • Experience of working with Agile methodologies including Scrum, SAFE and Kanban 	✓		
3. Skills	Essential			
	<ul style="list-style-type: none"> • Ability to lead, engage and motivate teams 	✓	✓	✓
	<ul style="list-style-type: none"> • Ability to delegate effectively and appoint relevant resources to ensure high-quality results 	✓	✓	✓
	<ul style="list-style-type: none"> • Ability to develop and sustain effective strategic relationships with a wide range of stakeholders internally and externally, with the ability to win strong support for your ideas 	✓	✓	✓
	<ul style="list-style-type: none"> • Effective communicator with ability to express clearly in both verbal and written forms and able to present in a confident and engaging Manner at all levels of an organisation 	✓	✓	✓
	<ul style="list-style-type: none"> • Intellectual flexibility to deliver a diverse and complex array of services, working to tight timelines and ability to manage time pressures 	✓		✓
	<ul style="list-style-type: none"> • Ability to think strategically, analyse and distil complex issues from a variety of research, evidence and other sources and write clearly for different audiences within tight timeframes 	✓		✓
	<ul style="list-style-type: none"> • Significant experience in management, prioritisation, balancing competing demands and delivering in line with objectives and quality 	✓	✓	✓
	<ul style="list-style-type: none"> • Effective budget planning, management and reporting skills with a focus on measurable best value 	✓		✓
	<ul style="list-style-type: none"> • Ability to effectively manage difficult conversations and situations 	✓	✓	✓
	<ul style="list-style-type: none"> • Proactive and able to work according to strategic direction 	✓	✓	✓
	<ul style="list-style-type: none"> • Experience and awareness of governance, financial management and risk management 	✓		✓

	<ul style="list-style-type: none"> Strong knowledge and experience in Azure Data Warehousing principles 	✓		✓
	<ul style="list-style-type: none"> Strong knowledge in SharePoint and Power 	✓		✓
AREA	CRITERIA	A/F	A	I
	<ul style="list-style-type: none"> Proficiency in analytics tools and platforms (e.g. SQL, Power BI, Excel, Python/R, Google Big Query, Google Analytics, Tableau) 	✓		✓
	<ul style="list-style-type: none"> Exceptional analytical skills with the ability to translate data into actionable insights 	✓	✓	✓
	<ul style="list-style-type: none"> Political acumen and can demonstrate how they have positioned an organisation so it is seen as influential/leading voice in all sectors 	✓	✓	✓
	<ul style="list-style-type: none"> Experience in agile development and methodologies 	✓		✓
	Desirable			
	<ul style="list-style-type: none"> Statistical/data science experience 	✓		✓
4. Other requirements	Essential			
	<ul style="list-style-type: none"> Ability to travel to meet work-related deadlines and with occasional overnight stays 	✓		✓
	<ul style="list-style-type: none"> Evidence of continuing professional development 	✓		✓

The RCN Core Behavioural Competency Framework informs the key behaviours our employees need to demonstrate in their roles.

<p>Inspire others to greater heights</p>  <p>Be passionate about developing yourself and others and push yourself beyond your comfort zone</p>	<p>Value those around you</p>  <p>Prize diversity and deal fairly and consistently with people while recognising individual differences</p>	<p>Show passion for our services</p>  <p>Have members' and customers' interests at the heart of everything you do and go out of your way to manage & exceed their expectations</p>	<p>Build outstanding relationships</p>  <p>Lead and contribute to your teams success and collaborate with people around you & those beyond your immediate team</p>	<p>Get to the heart of the business</p>  <p>Have the business interests of the RCN at the forefront of all you do and seek out opportunities to develop your business know-how</p>	<p>Stay one step ahead</p>  <p>Be inquisitive, think differently and embrace opportunities for change, helping others to adapt and encouraging new ideas</p>
Use the strengths of those around you to maximum effect	Challenge unacceptable behavior where it exists	Demonstrate pride in the RCN and passion for its services	Understand how your team impacts on others	Learn all aspects of the business with enthusiasm	Improve how things are done
Take personal ownership of all that you do	Treat everyone with respect regardless of their position	Ensure all you do has a benefit to members and customers	Focus on your team's primary goals	See yourself as a shareholder in the RCN	Adapt enthusiastically to change and different ways of working
Persist in the face of difficulties and overcome obstacles	Recognise the benefit of different viewpoints	Empower members and customers to help them become more involved	Share knowledge within your team and across other teams	Generate viable opportunities to help the RCN grow and develop	Tackle unfamiliar situations with confidence
Articulate your views and be open to others' opinions	Communicate openly and actively listen to those around you	Stay calm and focused when dealing with challenging situations	Support and help those around you	Work within tight timescales when needed	Help others to respond positively to change
Coach others and share your expertise	Treat everyone fairly and consistently	Go the extra mile	Demonstrate pride in your team and its work	Prioritise work to respond to urgent needs	Be prepared to do things differently & learn from mistakes
Trust those around you to do their jobs	Encourage mature discussion of differences	Build strong partnerships with outside agencies	Plan projects to involve key people from the start	Show efficiency and value in your use of resources	Adapt your thinking according to the needs of the situation
Seek feedback and learn from what you hear	Be approachable and give time to others	See a task through to the end	Identify opportunities for cross-team working	Translate plans into realistic targets and objectives	Show positive energy even in times of pressure
Lead by example and act as a role model	Respect individual and cultural differences	See things from the members' and customers' perspectives	Understand your strengths and play to them when you can	Understand the impact of your actions on the business	Keep an open mind and think creatively about problems at work
Empower and develop yourself and those around you	Recognise the impact of your behaviour on those around you	Build rapport with members and customers	Seek expertise from outside the team where necessary	Focus on the purpose of your role	Encourage constructive discussion about change
Speak up if you can see a better way to do things	Seek out stakeholders' views where possible	Keep members and customers informed	Ensure all team members have a meaningful part to play	Concentrate on delivering best value	Show your initiative in all that you do