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| **Role title:** | Technical Data Analyst | **Responsible to:** | Amber Smale |
| **Division:** | D&C | **Department:** | Data |
| **Direct Reports and Level:** | None | **Scope:** |  |
| **Scale:** | Xxx People£xxx Budget£xxx income |
| **Regulated Function(s) Held:** | Yes/No |
| **Evaluation Level** | Core | **Role Family** |  |

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| **Overall Role Purpose** |
| Support technical and strategic direction to multiple areas of D&C in the development of technical data warehouse solutions using an effective blend of strategic and tactical focus.Responsible for assisting in the development business solutions that interface with applications/tooling and the Enterprise data warehouse. This also includes designing data structures and access methods.Collaborating with stakeholders to understand their needs, formulate and complete end-to-end analysis that includes business requirements to technical translation, data discovery, proposing architectural designs, developing solution designs including logical and physical data modelling, and producing ongoing scaled deliverables and presentations. |

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| **Accountabilities (RACI)** | **Measures of Success/KPI’s** |
| **Operational*** Support the development and delivery of the Digital & Change strategy to plan, cost and quality.
 | * Corporate Strategic Priorities Vs Plan
* Division Plan Delivery Vs Plan
* Delivery of Projects to Plan
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| **Financial*** Ensure that all spend is managed within organisation policy reporting on variance to budget to the Digital & Change leadership team.
 | * Operational budget Vs Plan
* Member numbers Vs plan
* Income Vs plan
* Retention targets delivered Vs plan
* Cost of sales Vs plan
* Operational budget Vs Plan
* Return on education Vs plan
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| **Member** | * Net promoter score
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| **People*** Take personal accountability for own training, competence, performance and engagement of self and colleagues ensuring clarity on own accountabilities and comply with all governance, policy standards and processes.
 | * Delivery of Personal Development Plan to plan
* One to one / performance review meetings Vs Plan
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| **Risk*** Identify and report risks and issues identified within Digital & Change and across MPS to enable resolution and mitigation of potential impact on MPS, members and colleagues.
 | * Risk & Control Self- Assessments
* Audit Actions
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| **Responsibilities (RACI)** |
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| **Key Governance Responsibilities** |
| * To design and oversee the implementation of best-fit technical data tools to project and strategic requirements.
* Manage relationship with COE in relation to business data (internal as well external) to ensure business needs are fulfilled on time
* Engage with stakeholders and programme teams to shape and scope upcoming projects.
* Interpreting Data warehouse requirements and documenting them in line with design specifications.
* Working alongside PMs and tech leads to understand functional and non-functional data management and requirements.
* Understand modern Industry trends and develop in-depth analyses and data platform solutions that provide actionable tasks.
* Prepare and carry out DWH analysis new projects
* The performance of all tasks and production of appropriate project documentation to ensure the successful capture of requirements to support business change. This will typically involve:
	+ Logical and physical data modelling
	+ Understand the business and capture data warehouse requirements from business with alignment of the CoE

**Technical Skills:*** Data Modelling and information flow diagrams.
* Develop and enhance physical data models in line with new and changing requirements and define and own modelling within a delivery team from a physical perspective on a day to day basis.
* Provide consultancy and technical support across the business.
* Supporting, defining and managing work packages that deliver elements of an information management solution e.g. data warehouse, data mart, ETL service, operational data store.

**Decision Making:*** Identify the most appropriate people from whom to elicit information, and also capable of deciding how best to resolve conflicting requirements (including knowing when to escalate issues).
* Provide relevant information and guidance to senior management to help make major decisions and recommendations regarding business change projects.
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| **Leadership Framework Competencies** | **Level***(Select the appropriate level from Leadership Framework document – details can be found on the intranet)* |
| Fresh Thinking |  |
| Building Capability in Self and Others |  |
| Influencing Others |  |
| Collaborating for Results |  |
| Leading Self and Others |  |
| Commercial and Risk Thinking  |  |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Excellent stakeholder management skills and able to work effectively.
* Able to deal with complex problems using innovative and industry leading techniques.
* Excellent experience of the Systems Development Lifecycles methodologies.
* Strong data modelling, including Conceptual, Logical and Physical modelling
* Experienced in different modelling methodologies such as 3NF, Dimensional and Data Vault.
* Data Warehousing / Analytics / Reporting end to end architecture.
* Self Service data preparation tools.
 | * Stakeholder Management skills.
* Analytical skills
* High levels of logical thinking & problem-solving skills.
* SDLC Methodologies (e.g. Waterfall, Prototyping, DevOps, Agile)
* Visual Data Modelling and Designing Tools (e.g. Visio, Enterprise Architect).
* Dimensional Modelling (e.g. Star Schema, Snowflake)
* Business Analytics Tools (e.g. Microsoft Power BI, SAP Business Intelligence)
* Advanced T-SQL Querying
 | * At least five years’ experience in a similar role.
* Ability to use analytical techniques at a strategic level to inform decisions, e.g. sizing opportunities, creating segments or clusters for focus.
* Passionate about working with data and creating Insights that can impact decisions in our business
* Commerciality: able to tell a simple and persuasive story from multiple data sources to answer complex problems; making the complicated simple
* Proven track record influencing, engaging with, and responding to senior stakeholders
* Experience in working collaboratively across functions
* 3-5 years working with Sparkx EA or something similar
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| **Desirable** | * Working knowledge of Cloud and Big Data technologies.
* Knowledge of Cloud-Based Data Warehouse Modelling.
* Cloud-based Analytics / Data Science Solutions
 | * Hadoop, Azure Data Lake, Hive, Spark, NoSQL
* Snowflake Computing
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