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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 |
| **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 |
| **Member** | * Net promoter score |
| **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 |
| **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 |
| **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 |  |