



Senior Analyst/Developer

Reports to:	Performance Manager		
Department:	Adult Social Care	Grade:	PO4
DBS Status:	Not required	Politically restricted:	No
Job Purpose:			
Supporting the design, management, implementation and dissemination of internal and external data and projects across ASC. Providing specialist guidance in delivering effective data analysis and solutions for accurate reporting and drive service improvement using SQL, Business Objects, Power BI and other solutions.			
Values			
Collaborate proactively. Lead inclusively. Embrace change. Be bold and curious. Celebrate and share our success.			
Job specific roles and responsibilities			
Performance			
<ol style="list-style-type: none"> 1. Design and deliver effective data analysis enriched with benchmarking data ensuring that the function effectively support decision making across the directorate's services. 2. Provide high level expertise, methodologies and tools to support the delivery of performance management and quality assurance systems for local strategies and plans for Adult Social Care in line with legislative requirements, national and local policy and strategy. 3. Work collaboratively with departments and partners to produce integrated analysis, intelligence and insight to inform planning, service design, commissioning, prioritisation and decision-making to better achieve corporate and ASC objectives. 4. Understand the story within data, and develop clear, accurate, and engaging information, in a variety of formats that organise data, research, concepts, processes and other information into a clear cohesive output. 5. Assist in the development and management of a complex SQL queries and SQL custom tables. Use and R and Python for comprehensive and sophisticated data analysis. 6. Collaborate in the transformation of raw data into actionable insights by utilizing advanced SQL queries, ensuring the integration of key performance indicators (KPIs) seamlessly into Power BI dashboards. Craft visually compelling reports within Power 			

BI and Business Objects, incorporating sophisticated data analytics techniques for enhanced decision making.

7. Support the team in the development of mobile applications aimed at facilitating the digitization of council data.
8. Lead on all performance management related matters for Adult Social Care, ensuring that performance functions effectively support decision making across the department's services.
9. Develop and support delivery of adult social care reporting framework, wherever possible automating flows of data and information, providing opportunities for manager to self-serve and take responsibility for their own performance and data.
10. Build and manage a continuous process of information capture, reporting, distribution and challenge that improves operational efficiency and quality.
11. Lead on research and analysis of benchmarking data.
12. Prepare and publish a range of dashboards and reports, creating effective and engaging data visualisations (both static and interactive).
13. Participate in project working groups as required.
14. Provide support on deep dives and performance improvement projects to help ensure successful outcomes against the project brief.
15. To lead and support delivery of all national (statutory), corporate and partnership performance submissions in an accurate and timely manner.
16. Support Performance Manager on the development and implementation of departmental business intelligence projects and initiatives.
17. To lead on delivery of performance reports as required, including supporting operational managers to develop and own performance management information.

Service Specific General

18. Keep up to date with major developments within ASC and Health, with a particular focus on how research and evidenced based approaches, performance and quality interventions can improve services for users.
19. To support systems and structures that assess, analyse and benchmark practice across the sector to improve outcomes.
20. To lead, build and improve the usage of SQL reporting and suggest improvements in the data warehouse and lead on those changes.
21. Improve data quality and visualisation in Business Objects and PowerBI dashboards.
22. Model a culture of collaborative working, setting high professional standards for the delivery of Performance and Improvement support to operational areas.
23. Safeguarding is everyone's responsibility, and all employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults.
24. Carry out duties with due regard to the Council's Customer Care, Equal Opportunities, Information Governance, Data Protection, Health and Safety and Emergency Planning & Awareness (including to provide assistance where available) policies and procedures.
25. Employees should embed environmental sustainability into their work, actively contributing to Brent becoming a carbon-neutral borough in 2030.

26. Undertake any other duties commensurate with the general level of responsibility of this post.

Essential Requirements (key skills & qualifications)

Knowledge and Qualifications

1. Evidence of Continuing Professional Development (CPD)
2. Knowledge and understanding of the major factors, influences and challenges facing local government.
3. Knowledge of the application of business intelligence and research techniques, methodologies and tools to support service delivery and improvement.
4. Extensive knowledge of SQL and other RDBMS and associated products
5. Advance knowledge in the SQL server, SQL Integrated Analysis (SSIS), SQL Server Reporting Services (SSRS), T-SQL, PowerBI, Python, R

Experience

6. Co-ordinating and managing provision of statutory and local performance indicators internally and externally ensuring the accuracy of data.
7. Delivering cross-organisational performance management and improvement initiatives including major cross-cutting performance and efficiency reviews leading to improved services for residents and customers.
8. Supporting effective delivery of service/business plans to meet performance targets, managing and mitigating risk.
9. Contributing to the development of practical, innovative and creative approaches to performance management, performance improvement and effective change management.
10. Application of a wide range of techniques, methodologies and tools to support service improvement programmes targeted at operational improvement including service and process redesign and re-engineering, implementation of new ways of working and implementation of new operational models.
11. Working collaboratively across organisational boundaries to drive sustainable continuous service improvement and deliver transformational change programmes.
12. Working effectively with stakeholders and partners and building positive cross sector relationships in support of key objectives.
13. Experience of working in SQL, Business Objects and PowerBI environment.

Budget Responsibility and Overall Headcount – None

Within reason these key deliverables may evolve to meet service need and it is expected that the postholder will be flexible and adaptable in their delivery to meet both service and council wide needs