

Person Specification Performance Analyst



Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Knowledge and experience of youth justice performance measures and statutory performance reporting requirements
- Excellent numeracy skills, including knowledge and a track record of applying statistical techniques
- Excellent analytical skills including the ability to manipulate complex data to identify trends, opportunities and areas for improvement
- Experience of successfully designing, developing and improving information systems to capture, analyse and report information.
- The ability to work with a wide range of people at all levels both within and outside the organisation to share information and improve services.
- Able to operate, maintain and train others on bespoke case management systems
- The ability to present complex data and information in formats that engage in a wide range of audiences including frontline practitioners.
- The ability to apply innovative and creative thinking to find effective solutions
- Ability to work on own initiative, to priorities workload and to manage completing deadlines.
- Experience of leading the development and implementation of (one of) information sharing, security or data protection agreements in order to share data services and partner organisations.

Desirable

- Experience of OLM CareFirst or other Social Care case management systems
- Ability to write structured Query Language (SQL) queries to extract and manipulate data
- Experience of reporting platforms such as Microsoft SQL Server Reporting Services (SSRS)

Part B

The following criteria will be further explored at the interview stage:

- Experience of using data and information to directly inform service delivery
- Knowledge, understanding and application of statistical methods and techniques
- Experience of working with other colleagues or external organisations to produce research or analysis that improves understanding and decision making.

- Knowledge and understanding of ICT systems for data collection, analysis and dissemination of information
- The ability to work with a wide range of people at all levels both within and outside the organisation
- The ability to apply innovative and creative thinking to find effective solutions
- Commitment to equality and diversity

Additional Requirements

- Flexible approach to work, location, duties and hours
- Willingness to undertake further training as required, and a positive approach to self-development