

Person Specification Performance Analyst



Part A

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

Essential

- Excellent numeracy skills, including knowledge and a track record of applying statistical techniques
- Excellent analytical skills including experience of manipulating large, complex and sensitive data to identify trends, opportunities and area for improvement
- Demonstrable ability to present complex data and information in formats that engage a wide range of audiences
- Experience of analysing and interpreting health, healthcare, demographic and/or local authority data
- An understanding of health inequalities and the social determinants of health
- Educated to Degree level or equivalent experience in research/analytical/ICT related field
- Excellent problem-solving skills and experience in applying creative thinking to find effective solutions to the needs of stakeholders
- Ability to work on own initiative, to prioritise workload and to manage competing deadlines and conflicting demands
- Sound knowledge of issues relating to confidentiality, information security and data protection.
- Demonstrate a proven track record of developing and maintaining positive working relationships with colleagues and stakeholders, both internal and external
- Advanced working knowledge of Microsoft Office Power BI and the ability to develop interactive dashboards using a wide range of data sources.
- Advanced working knowledge of the MS Office suite, including Excel and PowerPoint
- Excellent oral and written communication skills

Desirable

- Knowledge of current public health policy
- Knowledge of health and demographic data sources and datasets
- Experience of working with public health data sources, particularly illness and mortality data and hospital activity data
- Experience in the use of statistical and epidemiological methods for analysing and interpreting public health or NHS datasets

- Experience of undertaking research, including literature searches and critical appraisal

Part B

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

- Experience and approach to interpreting data and information to directly inform service delivery, particularly health, healthcare, demographic and/or local authority data
- Knowledge, understanding and application of statistical methods and techniques
- Track record of working with other colleagues and external stakeholders to produce research or analysis that improves understanding and decision making
- Approach to problem solving to meet organisational requirements.
- Organisational skills and approach to managing competing deadlines and conflicting demands
- The ability to design and develop interactive dashboards using Power BI
- Excellent oral and written communication skills.
- Approach to relationship management
- Commitment to equality and diversity

Additional requirements

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