



**Job Title:** Strategic Data Manager  
**Grade:** Y9  
**Reports To:** Assistant Director of Tech & Transformation  
**Number of Reports:** Up to 9

### Key job element

Lead and manage the development of an organisation-wide data strategy that brings together robust data management, data quality and data analytics.

- Develop and implement the data strategy and plans to provide industry leading insight and analytics, and support the delivery of the Corporate Strategy
- Develop and embed data architecture and information management across the organisation through the introduction of the required tools, policies, standards, procedures, governance and training
- Ensure the integrity of key data across the different source systems
- Identify and deliver new data management and reporting solutions to improve the end user experience
- Embed a data culture across the organisation whereby all colleagues understand the importance of maintaining accurate data.
- Ensure compliance with relevant legislation or regulations on the organisation's use of data
- Ensure data processes and architectures are secure, defined, fit for purpose, and that principles are maintained
- Set clear direction and objectives to the team to support the delivery of a customer focused service
- Set plans to continuously develop the skills and capability of the team to ensure they are well placed to apply innovative thinking to take business forward, and empower colleagues to find the best solutions
- Continuously improve the efficiency and effectiveness of the team in delivering excellent colleague and customer experience and ensuring value for money is maintained
- Ensure annual targets and performance measures are in place and are delivered to current and future performance outcomes.

### Person Specification:

This area focuses on skills and knowledge required in the role.

### Essential Criteria

- Extensive experience of leading the development and implementation of data strategies and plans
- Detailed understanding of the data management systems and processes that underpin our business, combined with an innovative approach solving multi-faceted data flow and data management challenges.
- Experience working with Microsoft data tools such as SQL, Azure Data Factory, Master Data Services and Power BI
- Experience of inspiring teams towards shared goals and delivery of high performance
- Ability to direct and lead through others, develop a cohesive team, and support colleagues to perform their best
- Excellent communication skills both oral and written
- High level of problem-solving ability

- Comfortable under pressure and commitment to tight timeframes
- Highly organised with an eye for detail
- Ability to build trusting relationships with key external and internal stakeholders

#### **Desirable Criteria**

- Experience in the delivery of data related projects
- Experience coaching/mentoring other project managers as well as project team members
- Experience in the Housing or Public Sector

- All employees are expected to be flexible within the scope of the role

*Your Homes Newcastle's Core Values play an integral part in determining our culture going forward and ensuring a progressive, sustainable and healthy working environment for our staff. Our values, practices and behaviours are at the heart of this and how our staff do things is as important as what we do. Our values are Be **Ready**, Be **Amazing**, Be **Revolutionary**, Be **Energetic**.*

*It is no coincidence that our values spell out the word **RARE**. We want YHN to be known as "unusually good or remarkable" and an organisation with people that "stand out from the rest".*

*We expect our people to demonstrate the following behaviours:*

#### **Be ready - together we're prepared for anything:**

This value is about being "prepared, willing, eager and prompt".

The behaviours we expect are:

- Take responsibility to keep up to date
- Take ownership
- Make best use of time and resources
- Own your development and that of others
- Work as one team cooperatively
- Be prepared to contribute
- Be organised and on time
- Share information, knowledge and good practice
- Be adaptable and flexible

#### **Be amazing – we'll exceed expectations**

This value is about being "passionate, impressive, excellent and progressive".

The behaviours we expect are:

- Care about people and YHN
- Take pride in what you do
- Behave with sincerity and integrity
- Be your best and inspire others to be theirs
- Do right by our customers
- Have a desire to make things better and improve lives
- Be an advocate for YHN
- Learns from mistakes

#### **Be revolutionary – have courage and be bold**

This value is about "leading the way, involvement in change, engagement, being radically new or different and being creative".

The behaviours we expect are:

- Prepared to be different
- A positive influence on others
- Consider and think of imaginative solutions
- Decisive and unafraid to do what's best
- Prepared to challenge constructively
- Open-minded, tries to say 'yes' more than 'no'
- Supports and promotes change

**Be energetic – making every day count**

This value is about “vitality, being interested, keen, inspirational and motivated”

The behaviours we expect are:

- Passionate in all you do
- Is up for the task
- Celebrates achievements
- Is able to “bounce back”
- Is motivated and enthusiastic
- Challenges poor performance and negative attitude