

## 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 the ability to manipulate complex data to identify trends, opportunities and areas for improvement.
- A track record of designing and embedding bespoke performance metrics from open and other data sources
- 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
- The ability to present complex data and information in formats that engage 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 prioritise workload and to manage competing deadlines

#### 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