Research Data Scientist

Person Specification

We will use these criteria to assess your suitability for the job.

Essential

1. Proficiency in applying advanced statistical, machine learning and artificial intelligence techniques, to develop and evaluate models, uncover patterns and trends, automate processes and create tools that support service improvement, decision-making and research.

2. Demonstrated proficiency in Python for data science and AI development, with additional skills in R and SQL desirable.

3. In-depth technical knowledge of common data science, machine learning and AI frameworks and libraries, including those used for predictive modelling, generative AI and AI agents (e.g. TensorFlow, PyTorch, scikit-learn, Microsoft Autogen and Microsoft Foundry).

4. Sound knowledge of data engineering, data management and data governance principles.

5. Experience of stakeholder engagement and facilitation, including building trusted relationships and leading workshops/discussions to understand organisational priorities and challenges, and explore how data science, machine learning and AI approaches can help address them.

6. Experience of developing project proposals, grant applications or business cases. Ability to translate service needs and organisational challenges into

clear research questions, analytical approaches, project plans and funding proposals.

7. Strong project management and organisation skills, with the ability to coordinate multiple stakeholders, manage risks and dependencies and maintain momentum across complex projects.

8. Effective verbal and written communication skills with the ability to convey complex methods and results to both technical and non-technical audiences. Skilled in producing clear technical documentation, presentations, reports and training materials tailored to different audiences.

9. Ability to create and foster a data science culture by sharing knowledge, delivering training, mentoring colleagues and promoting the use of data, evidence and research across the Council.

10. Resilience, patience and problem-solving skills, with the ability to work effectively through challenges such as data access delays, information governance requirements, changing priorities and other barriers that can arise when delivering research and data science projects.

11. Enthusiasm for emerging data science and AI technologies, with a willingness to experiment with and evaluate new approaches and translate them into practical applications that deliver value to services and communities.

12. Where required, demonstrate flexibility and a willingness to take on diverse tasks and responsibility beyond the defined role to support organisational needs and achieve HDRC objectives.

Desirable

1. Advanced degree (Master's or PhD) in Data Science, Computer Science, Statistics or a related discipline.
2. Experience of working with local government, public sector, health, education, social care or community data.
3. Experience of using data, analysis and research to improve health and wellbeing and tackle health inequalities.
4. Experience of using Microsoft platforms and services, such as Fabric, Azure, Foundry and Power Automate.
5. Experience of using version control systems and collaborative development practices.

Our Values

Do you share our values of **proud**, **fair**, and **ambitious**?