



OUR PURPOSE

To be a collaborative, innovative and inclusive learning organisation that provides high quality education, training, workforce development, workforce data and technology for Scotland's health and social care workforce.



OUR VISION

Supporting better rights-based quality care and outcomes for every person in Scotland through a skilled, capable and resilient health and social care workforce.

Principal Analyst - Data Engineering

NES Technology Service Directorate – Data and Assurance

NHS Education for Scotland (NES)

2026

Location: Flexible Location

Grade: Agenda for Change Band 8b

Salary: £76,888 - £82,251 per annum effective 1st April 2026

Job Status: Full Time, 37 hours per week.

Duration: 1 x Fixed term/secondment opportunity to 31st March 2027

NHS Education for Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.

Candidate Brief

About the Directorate

NHS Education for Scotland (NES) plays a critical role in supporting the health and care sector to have the right people, in the right place at the right time through education, training and workforce development. People are the lifeblood of the NHS and social care; NES is right at the heart of ensuring a future supply. We're also central to delivering digital solutions which enable improvement in service to Scottish citizens and support our workforce to deliver it. Our organisation is full of talented, committed, specialists across health and care disciplines, backed up by excellent support functions. We are highly collegiate, innovative and delivery focussed.

NHS Education for Scotland (NES) is the national health board with statutory responsibilities to effect sustainable change through workforce development, education and training across the health and social care system in Scotland, while working at UK level with partner organisations.

We're also central to delivering digital solutions which enable improvement in service to Scottish citizens and support our workforce to deliver it. Our organisation is full of talented, committed, specialists across health and care disciplines, backed up by excellent support functions. We are highly collegiate, innovative and delivery focussed.

The function of NES Technology Service is to develop and lead programmes of work and services that supports both the corporate functions that allow NES to work and deliver its strategic objective and to deliver against Scotland's Digital Health and Care Strategy.

NES Technology Service (NTS) has been formed with the specific objective of consolidating NES' information-based expertise into a professional, focused centre for information and technical excellence.

It has created a strategic programme for the transformation of digital based services to allow NES to become a leading digital organisation in Scottish Health, digital by default and fully aligned with the Scottish Government's data and technology strategies.

These responsibilities relate to the core functions of NES in the following areas:

- Design, development, and operation of a technical environment and commensurate digital services to all NHS Scotland, Scottish Government and Care Sector stakeholders
- Support and development of fit for purpose technology systems and services to allow delivery of national strategic outcomes
- Communication, support, and leadership in all digital and technology disciplines
- Impact assessment of new technology services and systems
- Research and development as appropriate

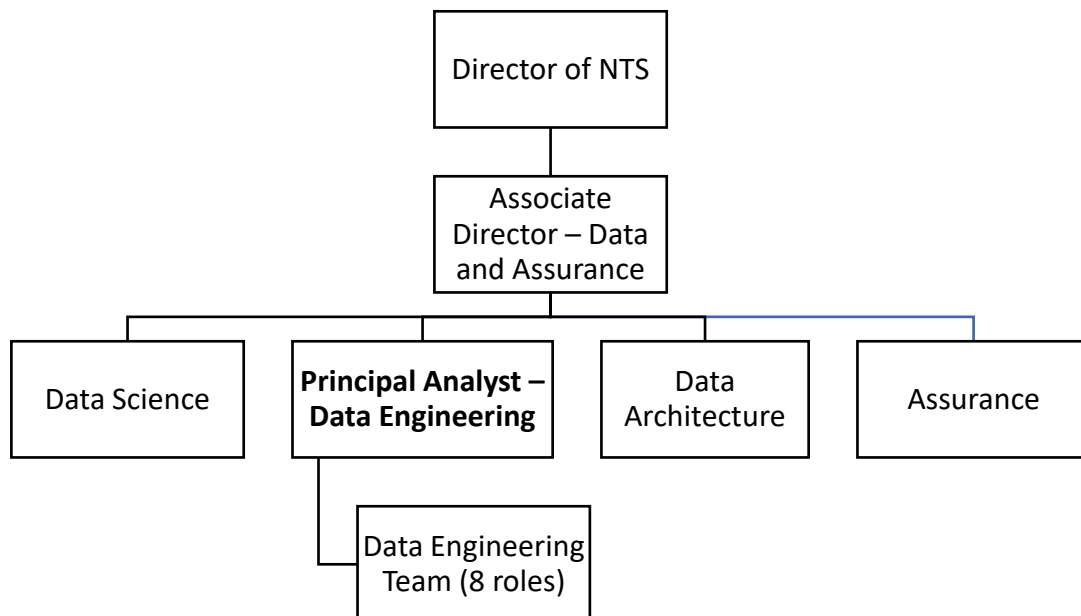
About the Role

To enable delivery of NES Strategic Objectives, and assist NTS in our contribution to delivering against the Scottish Government Digital Health and Care Strategy and Data Strategy, NTS is seeking a highly skilled and motivated Principal Analyst of Data Engineering to lead the Data Engineering team and oversee technical delivery for stakeholders.

This post is responsible for technical leadership of Data Engineering across NTS and in collaboration with external stakeholders. The postholder will lead the Data Engineering team, ensuring best use of resources to deploy best practice solutions that meet the needs of stakeholders. You will play an important role in delivering the strategic objectives of NES, the Digital Health and Care Strategy and Data Strategy for Scotland, taking an active role in the engineering of data for the public sector in Scotland.

Key tasks will include but will not be limited to:

- Ability to lead a team, translating strategic aims and outcomes to local delivery plans, ensuring effective and efficient use of resources
- Collaborating and problem solving with a wide range of stakeholders to ensure you are delivering maximum value
- Provide senior technical leadership and direction across a range of products, establishing and maintaining data engineering best practice and culture across a range of agile delivery teams
- Work with multi-disciplinary teams and stakeholders to provide specialist and well-evidenced data engineering direction, analysis, guidance, and impact-assessment
- Mentoring and support of other members of the team, driving knowledge sharing and adoption of best practices
- Collaborate closely with colleagues from other disciplines in enabling the success of our cross-disciplinary delivery teams
- Aid in the recruitment of high-calibre and diverse teams; from the production of business cases through recruitment and onboarding, up to and including succession planning and offboarding
- Ability to facilitate negotiations with a wide range of individuals within educational and NHS institutions, Scottish Government, Social Care and beyond, to ensure the delivery of initiatives at the highest possible standards and in line with NES and Scottish Government aims



Applying for the role

Complete the Assessment section of the online application form by referring to the Person Specification and NES Leadership Behaviours below**

- Complete Question 1 ('Why do you think you are suitable for this role?') by explaining how you meet the criteria in the Person Specification.
- Complete Question 2 ('Why do you want to work for the NHS?') by showing how your own values are aligned with each of the five NES Leadership Behaviours**

Person Specification

Essential Criteria These attributes are required for the role. Applicants who do not demonstrate the essential requirements in their application will normally not be considered.

Desirable Criteria These attributes would be useful for the role. When shortlisting candidates, these criteria will be considered when more than one applicant meets the essential criteria.

Factor	Essential	Desirable
Education and professional qualifications		<ul style="list-style-type: none">• Degree level qualification with in-depth experience and postgraduate or post registration study, such as that obtained through a master's degree or• SCQF Level 11 equivalence obtained via Professional Development Awards; Graduate or Professional Apprenticeships; and SVQs
Experience	<ul style="list-style-type: none">• Extensive track record of leading high quality delivery teams who provide highly complex and secure end to end data engineering solutions• Demonstratable leadership experience regarding future data technologies and the development of teams to use these to best meet business objectives• Experienced in leading the planning, execution, and reporting on delivery progress at a senior level	<ul style="list-style-type: none">• Highly experienced in Agile Methodologies• Experience of working within a Health, Social Care or educational environment• Experienced in designing solutions and services with a high level of ingrained security and adherence to GDPR and other data related regulations• Experience of complex environments where the parameters of the job are not necessarily clearly defined

Factor	Essential	Desirable
	<ul style="list-style-type: none"> • Highly experienced in analysing requests for data engineering services, assessing and communicating technical viability in line with existing or potential solutions and capabilities • Proven experience in development and implementation of standards and best practices to enable best of breed data engineering services, including continuous improvement with data related teams and processes • Experience of communicating and influencing at senior level and of giving presentations at local/national levels • Commitment to own personal and professional development, and driving the same for others in your team • Track record in using Cloud architecture and services to deliver technology solutions 	
<p>Specific skills, knowledge, and training</p>	<ul style="list-style-type: none"> • Ability to get the best from people and lead multi-disciplinary teams, giving them context of the vision/challenge from a business and user perspective and setting clear, prioritised objectives and constraints to work within • Experienced people manager, establishing career pathways, developing workforce skills capabilities, managing performance, attraction, retention, and encouraging innovation • Extremely well-developed knowledge of data engineering principles and how these are best applied to large, highly complex systems and datasets within cloud environments • Strategic thinker, with an understanding of the long-term vision of the organisation and define approaches and plans that will achieve the vision whilst providing value and the best experience for users and your team 	<ul style="list-style-type: none"> • The confidence and presence to operate at a senior level and to engage with the NES Board and senior staff across Scottish Government, territorial health boards, care sector and other public sector organisations • An understanding of the wider combined health and social care system

Factor	Essential	Desirable
	<ul style="list-style-type: none"> • Effective communicator knowing how to communicate a vision to team members and stakeholders, while also relaying complex technical information in language understandable by a diverse range of internal and external stakeholders (both verbally and in writing) • Delivery focussed, you are disciplined and able to define and prioritise what's most important and how to achieve that in the most efficient and effective way • Ability to work on own initiative, to organise and prioritise workload (both own and the Data Engineering team) and to meet strict deadlines • Ability to meet the travel requirements of the post • Values driven leadership approach to practice, aligned with core NHS & NES values** 	

NES Leadership Behaviours**

The five NES Leadership Behaviours describe how we work at NES, and how we want colleagues to behave, whatever their role:

Inspiring

- Passionate about our purpose and about excellence
- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

Adaptive

- Responding flexibly to changing requirements and helping others to do the same
- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage innovative ideas/input from all levels

Collaborative

- Committed to working together and across professional, clinical, and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications