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**PERSON SPECIFICATION**

**Data & Analytics Senior Consultant**

**Afc Band 8a**

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| **Essential Criteria** – these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.  **Desirable Criteria** – these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria. |

| **Requirement** | **Essential** | **Desirable** |
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| EXPERIENCE | Demonstrable experience of planning and leading the design, development and implementation of innovative data, BI, and analytics solutions, including:   * technical analysis of requirements and specifications * design and implementation of data warehouses, e.g. using Kimball design methodology * design and build of advanced ETL/ELT, data pipelines and data wrangling processes * writing and management of code for the analysis and processing of data * performance tuning of data processing and analytical analysis code * design and implementation of enterprise-wide BI ‘front end’ solutions * Assessing and managing the risk involved in any proposed solution   Experience of providing expert technical analysis and advice to internal and external stakeholders.  Keen interest in evaluating new and emerging technologies to determine their benefit to wider NHS Scotland projects.  Understanding of strategy and policy and how these define standard operating procedures (SOPs)  Strong SQL skills  Ability to define and provide innovative technical solutions to difficult problems under pressure  Proven track record in business intelligence and data domain.  Experience of digital delivery (such as agile and DevOps).  Knowledge of cloud computing concepts.  Successful delivery against project plans and milestones. | Design and build of data platforms to support analytics, including data virtualisation and big data platforms.  Experience in Logical Data Warehouse concepts.  Experience of advanced analytics including predictive modelling, NLP, machine learning.  Strong expertise in some of our technology stack:   * Snowflake * Amazon Web Services cloud infrastructure * SAP Data Services * Tableau * PowerBI * Business Objects * Denodo * Alteryx   Experience in the timely identification, analysis, and resolution of data and data warehousing issues; management of delivery pressures. |
| QUALIFICATIONS | Educated to degree level or equivalent in a relevant discipline. | Advanced degree or equivalent extensive experience in a relevant discipline.  Certifications in relevant subjects, e.g.:   * ITIL Service Management * Waterfall and Agile Project Management * BI and cloud architecture * BI data integration and management * BI analytical tools and outputs |
| TRAINING | Evidence of continuing professional/personal development |  |
| PERSONAL QUALITIES | Integrity.  Customer focussed.  Attention to detail.  Stakeholder management.  Works well within a team environment, sharing own findings and willing to learn from others. Thought leadership.  Self-motivated, with a natural curiosity and enthusiasm to tackle technical problems.  Good time management skills and ability to coordinate, delegate, and prioritise work under pressure.  Excellent verbal and written communication skills, including the ability to simplify and communicate complexity.  Flexible and able to deal with conflicting demands and work under pressure.  Focus on continuous improvement. |  |
| GENERAL | Good understanding of current state and future trends in business intelligence and analytics, and proven track record of keeping up with this fast moving discipline.  Experience of developing professional and technical skills in other team members  Mentoring and developing less experienced staff”. | Knowledge of the Scottish Government’s strategic objectives for health and wellbeing, and the NHS Scotland Digital Health and Social Care Strategy.  Understanding NSS and its role within the Scottish Health Service and its widening remit in the Scottish public sector.  Knowledge of health care and social care issues in Scotland. |