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**PERSON SPECIFICATION**

**Data & Analytics Technical Specialist**

**Afc Band 7**

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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 designing, developing and implementing 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   Strong SQL skills  Ability to provide innovative technical solutions to difficult problems.  Proven track record in business intelligence and data domain.  Experience of digital delivery (such as agile and DevOps).  Awareness 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.  Experience with 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. | Certifications in relevant subjects, e.g.:   * ITIL Service Management * 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.  Works well within a team environment, sharing own findings and willing to learn from others.  Self-motivated, with a natural curiosity and enthusiasm to tackle technical problems.  Good time management skills and ability to 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. | Track record of mentoring and supporting other team members.  Stakeholder management. |
| 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. | 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. |