



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.

Data Scientist (Information Analyst Business Partner)

NES Technology Service Directorate - Data Group

NHS Education for Scotland (NES)

2025

Location: Flexible Location

Grade: Agenda for Change Band 6

Salary: £39,912 - £48,635 per annum

Job Status: Full Time, 37 hours per week

Duration: 2 x Fixed term/secondment opportunity up to 31st March 2026

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.

The function of NES Technology Service is to develop and lead a programme 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 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

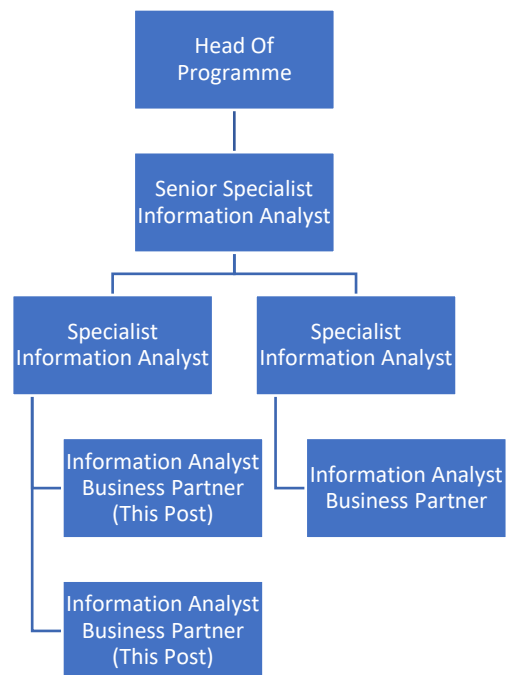
About the Role

We are looking for two Data Scientists (Information Analyst Business Partners) to join our small, but highly talented and growing team to collaborate and solve some of the most complex challenges in health and social care.

Key tasks will include but will not be limited to:

- Analyse a variety of datasets ensuring the results are accurate, fit-for-purpose and presented to a high standard including the interpretation of results
- Work as part of a team to produce the NHS Scotland Workforce official statistics reports
- Take responsibility for specifying requirements with the customer, providing advice and guidance on data and analytical matters; exploring alternative solutions and more innovative complex analyses; provide information which is relevant to clinicians, NHS organisations, the public and policy makers
- Be proactive in the application of new technology to improve and make the production of statistics more efficient
- Provide specialist statistical advice within their area of expertise ensuring that complex statistics are explained to non-statistical professionals in an understandable way to allow informed decision making

Team Structure



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
<p>Education and professional qualifications</p>		<ul style="list-style-type: none"> • Bachelors/Ordinary Degree/Graduate Diploma level qualification with related in-depth experience or • SCQF Level 9 equivalence obtained via Professional Development Awards; Graduate Apprenticeships; and SVQs
<p>Experience</p>	<ul style="list-style-type: none"> • Significant experience of analytical, research and evaluation methods • Ability to work within a complex and dynamically changing team • Experienced in using R and SQL or similar analytical coding languages e.g. Python • Discretion and confidentiality • Experience of collaborative working, sharing knowledge and information across teams and large organisations • Experience of working both independently and as part of a team, whilst balancing a range of competing priorities • Experience of facilitating and/or leading team meetings, webinars, events and/or conferences online • Experience of working within project management environments, planning and organising a variety of tasks, including involvement in multiple projects and programmes of work 	<ul style="list-style-type: none"> • Experience in producing official statistics reports • Experience in driving continuous improvement in statistical services • Experience of building reports and dashboards using PowerBI or similar technology • Experience of working within a Health, Social Care or educational environment • Experience of working flexibly in complex/sensitive environments where the parameters of the job are not necessarily clearly defined • Expertise in accessing, analysing and presenting a wide range of complex information to a range of audiences

Factor	Essential	Desirable
	<ul style="list-style-type: none"> • Experience communicating complex, confidential and often sensitive information with a range of staff across the organisation and with external stakeholders (both verbally and in writing) • Ability to work with minimal supervision; to plan and prioritise own workloads, and that of your team; and to meet deadlines • Flexible approach to learning and problem solving • Commitment to own personal and professional development, and that of your team 	
<p>Specific skills, knowledge, and training</p>	<ul style="list-style-type: none"> • Ability to explain complex data and information to non-statistical professionals in a clear and understandable way • Accurate eye for detail • Highly effective communicator (written and verbal) with the ability to understand the audience and adapt communication style accordingly • Ability to respond to confidential and sensitive situations with confidence and discretion, utilising tact, diplomacy, and persuasion skills when necessary • Ability to collate and produce reports and statistical information • Line management skills and experience including coaching and/or mentoring of team members • Proven expertise in using Microsoft 365, in particular Teams, Word, Excel, PowerPoint and SharePoint • Fast and accurate keyboard skills • Ability to meet the travel requirements of the post • Values driven approach to practice, aligned with core NHS & NES values** 	<ul style="list-style-type: none"> • Knowledge of current frameworks of information and statistical governance • Ability to proactively manage and action a broad range of complex enquiries; including delegation/ allocation of work and ensuring follow up action is taken • Sound understanding of the application of GDPR to the storage and use of personal information and data privacy • Knowledge and understanding of the wider combined health and social care system

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