

Job description

Job title:	Data Analyst – Improvement Analytics Unit (IAU)
Reporting to:	Senior Data Analyst (L15)
Salary:	£45,977 (L13, Spinal point 1) per annum plus excellent benefits
Contract type:	Permanent
Hours per week:	Full time team members work 37.5 hours per week, and with hybrid working those hours can be done any time between 7am – 7pm. Core working hours are 10am – 3pm. For this role we would need 2 days per week in the office, in line with our hybrid working framework.

The Health Foundation

The Health Foundation is an independent, endowed charity that works to achieve a healthier population, supported by high quality health and care services that can be equitably accessed. The charity conducts and funds research with around 200 staff. The Health Foundation combines in-house expertise in policy, economic analysis, analytics, and data science with research, grant and change making, and communications in pursuit of our mission.

Data Analytics and the Improvement Analytics Unit

This is an exciting role in the Data Analytics directorate, a team of around 25 people within the Health Foundation. Data Analytics plays a core role in delivering the Foundation's overall mission and strategy. We use innovative approaches to provide insights about the health of the UK population, as well as health and care system performance. We look at the impact of interventions and other changes, identify why they are or are not working, and propose potential solutions. We also support analysts across the Foundation with access to data and tools, and support and promote the use of data analytics across the health and care system.

The Improvement Analytics Unit (IAU) is a sub-team in Data Analytics. It is a unique partnership between NHS England and the Health Foundation. We evaluate complex initiatives in health care to support learning, improvement, and policy development.

Our experience of working with unique access to NHS data and working closely with decision-makers, allows us to deliver independent, rigorous evaluations of complex change to better inform policy and care. We do both rapid evaluation work and carry out long-term studies. We share our ideas, capabilities, and experience. And we collaborate with others to encourage analysis and evaluation, particularly through supporting capacity building among analysts in the NHS. We value our independence and are committed to transparency. We always publish our analyses to allow other organisations to learn from the results we share.

Purpose of the role

The postholder will work collaboratively with senior colleagues to support ambitious analysis projects, including reviewing existing data sources and evidence, contributing to the design of research protocols, and preparing analysis findings for publication.

Key tasks and responsibilities

Research and analysis in Data Analytics

- Review literature and data sources relevant to projects and contribute to the development of research protocols.
- Develop expert knowledge of relevant data sources (survey, administrative and operational) with relevance to analytical projects.
- Identify suitable statistical and analytical approaches to apply to real-world questions.
- Conduct analysis to the highest quality standards, including writing publication-ready analysis code.
- Critically synthesize and interpret analytical results.
- Draft and contribute to a range of high-quality analytical outputs, including blogs, reports, briefings, presentations, and peer reviewed articles.
- Clearly communicate complex findings to a wide range of audiences including the public, policy makers, researchers, and academics.
- Model and promote an open approach to analysis, including the use of R as an open-source programming language.
- Uphold information governance and data security, maintenance and update of key data sources, and work in accordance with documented processes for commissioning and management of projects.
- Horizon scanning of external developments in policy, practice, research, and data.
- Share knowledge and skills with colleagues across the directorate and the wider analytical community at the Foundation.
- Show initiative in developing professional expertise, and demonstrate commitment to the Health Foundation's key behaviours: Working Together; Achieving Impact, and Discovering and Learning

Supporting the Improvement Analytics Unit

- Work closely with colleagues and NHS stakeholders, to ensure our work is relevant to policymakers, and that analyses are conducted to the highest methodological standard and meet the objectives of the project.
- Develop methodological expertise in novel statistical methods.
- Develop positive working relationships with other members of the IAU team and contribute to other workstreams within data analytics and across the Health Foundation as needed.

Other requirements

- Domestic and international travel may occasionally be required.

Wider contribution

As with other staff at the Foundation, the postholder will be expected to contribute to corporate activities and initiatives, such as staff meetings, cross-Foundation leadership and development programmes, and other corporate projects, as necessary.

The post holder will at all times aim to embed our key behaviours – Working together, achieving impact, discovering and learning – in all aspects of their day-to-day delivery in the role.

We value equality, diversity and inclusion, and welcome applications from different backgrounds. We are also committed to making reasonable adjustments for candidates who have accessibility requirements.

Candidates should have the right to work in the UK at the time of appointment.

Person specification

Criteria	Assessment (CV/SS-Shortlist, T- Test, I-Interview)	Essential Desirable (E/D)
Commitment to Diversity and Inclusion – An understanding of, and commitment to, equal opportunities and diversity.	CV/SS, I	E
Achieving impact – Proactive and self-motivated with ability to work as part of a team to deliver projects to time and scope.	CV/SS, I	E
Discovering and Learning – Taking an active interest in the work of colleagues, with a commitment to developing their own expertise. An ability to learn from successes, challenges, and mistakes.	CV/SS, I	E
Working together - Works collaboratively within and across teams, values diverse expertise and perspectives and how this improves quality and integrity of our work.	CV/SS, I	E
Relevant degree with a quantitative component, or evidence of equivalent knowledge and experience gained through career development.	CV/SS	E
Experience of producing high-quality research and analysis using large datasets.	CV/SS, I	E
Knowledge and experience of using programming languages, such as R or Python. Familiar with version control and open coding.	CV/SS, I	E
Experience of working with major datasets in health and social care.	CV/SS, I	D
Knowledge of and relevant experience in health policy and the operation of health services.	CV/SS, I	D
Good understanding of statistics and analytical methods.	CV/SS, I	E
An understanding of UK data governance requirements and data security.	CV/SS, I	D
Ability to identify and review literature, synthesise evidence and identify suitable approaches.	CV/SS, I	E
Ability to critically assess and synthesise analytical results to identify key messages.	CV/SS, T, I	E
Ability to communicate clearly and persuasively, with proficient writing and presentation skills.	CV/SS, T, I	E
Ability to work as part of a team, working flexibly and being adaptable when priorities change, proactive and respectful of colleagues.	I	E