

JOB TITLE **Head of Data Development – Band 8a**

JOB OVERVIEW

- This post is situated within the Information Services team which delivers patient demand, patient activity and performance management related information to all departments within the Health Board and to external partners and organisations.
- The post holder will manage a team of information development staff to ensure that the data and business intelligence needs of the Health Board are met.
- The post holder will lead in the operational management and further development of the Health Boards ‘data warehouse’ and business intelligence suite.

Main Duties of the Job

- Responsible for the operational management of the Health Board’s data warehouse, data acquisition solutions and information Business Intelligence solutions.
- Responsible for critical resources, coordinating systems, processes and technical staff activity to ensure data integrity and continuous and reliable systems availability throughout the Health Board.
- Responsibility to lead on implementation of a range of Health Board data warehousing and acquisition service policy, service development and corporate initiatives which may impact across the organisation as agreed with the Head of Information Services and the Digital Director.

Responsible to

Reporting: Head of Information Services	Accountable: Head of Information Services	Professionally: Head of Information Services
--	--	---

Main Responsibilities

The post holder will be responsible for the architectural design, development and management of the data warehouse environment used for data analytics, reporting and critical resources.

Identify, develop and implement new methods of acquiring and presenting data for the purpose of transforming data and information into knowledge to meet the strategic and operational needs of the Health Board to enable more effective or informed decision making.

The post holder will support the development of a strategic direction for the Health Board’s data warehouse, data acquisition and business intelligence solutions to support the Information Services portfolio and to align with the emerging National Data Resource.

The post holder will lead on the implementation of cloud data storage and help the Health Board realise the opportunities available through cloud analytics. Along with a number of other innovation projects that are deemed essential to the organisation and identified by the post holder and the Head of Information Services for the future development of the function.

Ensure that data warehousing and business intelligence policies and procedures meet the requirements of information governance for the organisation and other legislative requirements such as data protection and patient-identifiable information.

Using expert knowledge and skills, be the Health Board lead in data warehousing and data acquisition methods to ensure maximum leverage is obtained from data sources included across the portfolio.

Have an excellent eye for quality to ensure the highest level of integrity and governance across all datasets and outputs. Work with other teams across the organisation to identify and resolve data issues and highlight any data quality concerns across to the appropriate teams.

Communicate complex technical information relating to queries, updates, faults and changes to the solutions with non-experts in a way that is understandable, persuasive and overcoming barriers to understanding or acceptance of this information.

Engage in highly complex, technical discussions and ideas regarding changes in direction or strategic decisions within senior management meetings and with external stakeholders or suppliers.

Analyse, interpret and resolve highly complex information problems where there is no precedent and where other leading opinions may conflict.

Exercise own judgment based on the interpretation of highly complex facts, figures situations which require analysis, interpretation and comparison of a range of options for the purpose of service planning and delivery. Create reports from internal and external sources, that allow evaluation of Information Services' plans and services.

Diagnose complex data/processing problems or inefficiencies, suggesting and providing solutions.

Ensure data is made available in a timely manner, establishing automation of reports and processes wherever possible.

The post holder will be responsible for leading the team that develops and maintains the Health Board's data warehouse, data acquisition and business intelligence solutions. With responsibility for recruitment and selection, staff appraisals, managing sickness absence, disciplinary and grievance matters, personal and career development and departmental workload and allocation.

Post holder will be an authorised signatory for financial payments and staff payments.

The post holder will have strong management skills and mentor and develop staff to ensure the whole team can contribute to the strategic direction set.

Manage or chair regular meetings with the development team (such as backlog refinement meetings, daily SCRUMS, reviews and retrospectives) to effectively manage data engineering projects.

To both lead and support relevant training and education initiatives in order to facilitate service improvement and skills development at team level.

Assess and decide on the suitability of candidates for data engineer / data developer roles within the organisation.

Qualifications and Knowledge	Experience
<p>Essential Masters level qualification or equivalent level of work experience.</p> <p>Advance qualification or equivalent experience in data warehouse management or acquisition.</p> <p>Evidence of continuous professional development.</p> <p>Development and maintenance of data warehouse solutions.</p> <p>Advanced SQL query writing ability and Integration Services package creation.</p> <p>Extensive experience and knowledge in data warehouse development cycle including change control, documentation, upgrades and archiving.</p> <p>Desirable (for use in shortlisting) ITIL qualified or demonstrable equivalent experience.</p> <p>In-depth knowledge of NHS data sets.</p> <p>Big data analytic technologies, including evaluating developing technologies and solutions, designing and developing distributed processing of large data sets, data mining, scalable machine learning.</p>	<p>Essential Experience of managing change within a complex environment.</p> <p>Proven experience in a data engineering or similar role in a formal development environment.</p> <p>Experience of developing APIs/software.</p> <p>Significant experience of managing performance monitoring and reporting processes across multiple teams.</p> <p>Demonstrable success in building, leading, motivating and developing teams.</p> <p>Ability to influence at all levels.</p> <p>Desirable (for use in shortlisting)</p>
Skills and Attributes	Other
<p>Essential Ability to analyse and appropriately present highly complex information.</p> <p>Ability to communicate highly complex information to diverse audiences.</p> <p>Ability to develop and sustain personal and professional relationships with a wide range of stakeholders.</p>	<p>Desirable (but not essential): Welsh Speaker (Level 1) or willingness to work towards</p>

Able to interpret relevant legislation and national guidance.

Ability to prioritise, make judgments and decisions, problem solve.