Person Specification

Knowledge and Experience

* Trained to degree level in a numerate discipline
* Higher award or qualification in statistics (desirable)
* Detailed knowledge of school performance data and systems, and a current understanding of education policy and context
* Experience of using advanced statistical techniques to identify trends and patterns in and across large datasets and reporting findings in a wide variety of formats for different audiences
* Experience of the successful management of complex relationships
* Experience developing high quality systems and procedures to gather, analyse and report on data
* Understanding of the principles of project management and experience of delivering a programme of analysis to time and quality
* Experience using a range of software for statistical analysis and visualisation and understanding of the relative merits and limitations of different packages (eg. Excel, Minitab, SMS, ‘R,’ SPSS, Shiny, Tableau)

Skills

* Ability to build and maintain strong, sensitive relationships with internals colleagues and with external stakeholders across government at all levels
* Ability to communicate the meaning in data through a combination of effective written language and deployment of a variety of data visualisation techniques
* Excellent interpersonal and communication skills, including ability to speak convincingly in public
* Ability to interpret and implement new legislation and directives
* Excellent analytical skills, including the ability to devise a hypothesis and test it using both qualitative and quantitative sources of evidence
* Ability to manage priorities in a pressurised environment whilst meeting agreed deadlines/ timescales
* Ability to think creatively and engage others in developing and delivering solutions to systemic problems

Personal qualities and attributes

* A dynamic and ambitious vision of the post and its potential
* A demonstrable commitment to improving the life chances of pupils through transformational change in schools
* Integrity, personal credibility and gravitas which inspire commitment, enthusiasm and confidence
* A life-long learner who understands the importance of new ideas, taking risks and using challenges as an opportunity to grow and learn
* A willingness to personally embrace and celebrate the ethos and values of the organisation