



# Role profile

<b>Job title</b>	Data Scientist
<b>Reporting to</b>	Head of Enquiry Services

Role family	Management responsibility:	
MCSS	Does this role have management responsibility for others? <b>No</b>	Team contributor

## Overall purpose of role

Use a data science approach to collect, organise and study data to provide business insight.

Lead how insight is used by senior business leaders to support net member growth and the firms we regulate. Make recommendations using the analysis of relevant insight as to how we can achieve our strategic objectives.

Work with the broader team to manage, cleanse, abstract and aggregate data to centralise analytics to users within the business.

## Main responsibilities of role

- Drive a step-change in the level of understanding of our students, members and other stakeholders and the impact that has on our business strategy.
- Assess, develop and implement a maturity model for analytics across the business. Work with individual departments to develop their capabilities around insights, analytics and reporting. Core analytics should be readily available, preferably automated/on-demand.
- Define and set analytical reporting standards and quality assurance across the organisation to ensure best practices are adopted and new ways of visualising analytical findings are implemented.
- Collaborate with other departments to identify and establish KPIs and central reporting services delivered by the Insights and Analytics team
- Ensuring standard data architecture artefacts are available and that these support effective data maturity management (e.g. data catalogue, business glossary, data lineage, data dictionaries).
- Research new data modelling, machine learning and data mining techniques for application within the team and the broader business. Examples include recommender systems,

optimisation, time series forecasting, AB testing, clustering and segmentation

- Evaluate data sets and undertake data discovery and exploration to identify opportunities to develop strategies and techniques to support business strategies
- Develop and drive a learning and awareness programme to transform the use of insight by business leaders.
- Work with technical architects to shape and define analytical technologies and how they are adopted at ICAEW.
- Specific duties will vary from time to time in line with the business needs.

## **ICAEW values – all staff are expected to work to these values**

The 3 i's – Initiative Insight and Integrity

The 3 i's are the values that drive our attitude and approach to working at ICAEW, along with our ways of working being agile, collaborative and innovative.

### **Initiative**

- Actively collaborating to identify needs and look for innovative solutions.
- Bring together different groups and communities to work together.
- Empowering people to be agile, so they can take ownership and harness the collective efforts of ICAEW in a flexible and responsive way.

### **Insight**

- Actively gathering insights to develop innovative and considered thought.
- Collaborating with our networks to voice different perspectives and insights internally and externally to stimulate discussion and debate.
- Being agile in finding new and timely ways to provide understanding and insight to our members, organisations and government

### **Integrity**

- Acting with transparency, consistency and openness as Integrity underpins all activity we undertake.
- Standing by your principles to adhere to the highest professional standards even when facing adversity.
- Doing the right thing, even when no one is looking.

## **Candidate profile**

- Skills in working with both local and remote stakeholders; experienced in working in multi-national and across multiple UK locations
- Ability to work collaboratively and proactively in a fast paced environment with both a technical and non-technical audience

- Solid experience and expertise across data integration and data management
- Experience of defining and establishing service delivery models in medium or large size organisation in the insight, analytics or reporting space
- Experience in undertaking maturity mode assessments and developing actions plans to lead to sustainable change
- Proven experience of delivering strategic insight work, shaping strategies and building insight capability with strategic commercial impact
- Excellent understanding of quantitative and qualitative methods and analysis techniques
- Experience in drawing together insights from a wide range of sources (internal, external, digital and social media) to bring a blended approach to understanding stakeholder behaviours and attitudes
- Strong executive-level facing skills and the ability to communicate complex analytical concepts with confidence to a non-technical audience, as well as present the story/insight behind the data in a compelling way
- Technical 'hands-on' experience of analysis, design and development of insight, analytics or reporting solutions across a range of reporting and database technologies
- Experience in using a range of analytical techniques such as data mining, time series forecasting and modelling techniques to identify and predict trends and patterns in data
- Experience with data analytics tools (eg Snowflake, Python, etc)
- Experience with business reporting (eg Cognos, JET Reports etc)
- Hands on programming experience with statistical languages (eg R, Python etc)
- Hands on experience in data visualisation (eg PowerBI or similar)
- Experience working alongside technical architects to shape and define analytical technologies
- Experience of business change projects (desirable)
- Experience and understanding of working in the professional services sector (desirable)
- Full understanding of the legal and compliance issues concerning data and its use