



Role Profile

This section provides key information relating to the role

Job Title:	Business Analyst		
Post No:	RP0100	Grade:	H
Team:	Service Transformation Team	Location:	Campus East
Responsible to:	Service Manager (Transformation)		
Responsible for:	Business Support Officer / Apprentice		

Overall job purpose:

Works as part of the Transformation Team with specific responsibilities to lead on business analysis and improvement projects.

Has day to day responsibility for managing the development and implementation of business analysis projects and services relating to customer and operational services, and corporate transformation strategies. To maximise business delivery and value for money.

To provide guidance and support to other employees and teams, in delivering excellence in business analysis and research, process and data insight, performance reporting design, quality assurance assessment, and project management.

To be facilitator in working collaboratively and effectively with service teams, key stakeholders, and partners. You will champion transformational change, excellent customer service and promote the adoption of digital services and products.

Has a key role in supporting leadership and service teams with the broader transformation portfolio, as project manager and co-ordinator for a range of projects and helping to ensure projects are delivered to scope, quality, time, and budget.

Key areas of focus:

1.	To act as operational lead overseeing the delivery of high quality, efficient and compliant Transformation services across the council, managing the operational direction of the services in respect of delivering its key objectives, and specific duties.
2.	To manage the day-to-day business analysis service. To be responsible for proactively identifying through research, data analysis, and customer insight, what needs to change to meet transformation objectives and why. Presenting options for change that drives value in outcomes.
3.	To work with service teams, key stakeholders, and partners, to take the role as facilitator in developing new or redesigned ways of working. To be an advocate of change management, and engage with staff, running workshops and feedback

	sessions. To bring people together throughout the improvement journey to feel empowered to embrace new ways of working.
4.	<p>If you are leading on process management:</p> <p>To provide research and deep dive into the service delivery. To investigate, understand and capture the broad, complex, interconnections between stakeholders, services and technology, including relationships and behaviours, customer and business needs, and service performance. You will map the processes, capturing the added-value, customer touch points, cost, impact, and hands-off steps. You will translate into opportunities for change and present findings.</p>
5.	<p>If you are leading on performance reporting:</p> <p>To develop and deliver data management solutions across the council; from designing data capture and connections, meaningful data pages and dashboards through to professional reporting services that meet strategic, policy and leadership needs.</p>
6.	To present your findings and communicate clearly to service matter experts and project teams in understanding the big picture, and the need for change based on sound evidence. To support drafting of internal communications in sharing good news stories on discoveries made and lessons learnt so far, and reporting on progress.
7.	To be self-sufficient and manage work independently. To manage daily multiple projects, tasks and demands. You will support the transformation portfolio delivery and be project manager and co-ordinator for a range of projects, helping to ensure projects are delivered to scope, quality, time and budget.
8.	To support the team with deploying new ways of working by providing testing of new solutions and products, training and supporting staff through the deployment phase. You will share your knowledge and skills, coach and empower teams by creating a supportive environment.
9.	To supervise direct reports in accordance with council's policies and procedures. To identifying training requirements and encourage personal development and meet organisational and team objectives.
10.	As a member of a team, you will be an effective team member, sharing knowledge and skills and stepping-up to help when needed.
11.	To promote equality and diversity in the workplace and in the services of the Council and to deliver the Council's equalities and diversity priorities.
12.	The ability to converse with ease with other staff and members of the public and to provide advice in accurate spoken English is essential for this post.
13.	Any other duties that are commensurate with the level and grade of this post.

Role Requirements

The following outlines the criteria for this post.

Criteria	Essential	Desirable	Assessment Criteria
Qualifications and experience			
Extended formal training to A-Level or professional qualification level, or equivalent experience, knowledge and training which relates to the specific requirements of the job.	x		AP
Degree in relevant subject		x	IN
Experience of reviewing and mapping processes, identifying improvements, and implementing them to enhance the end users experience and improve working processes. OR Experience of delivering a performance reporting service, including developing business intelligent solutions, and designing dashboards and formal reports	x		AP / IN
Experience of using business analysis techniques and investigating problems to develop creative and actional insights, and opportunities for improvement	x		AP / IN
Experience of planning, devising, and scoping project work and delivering against agreed milestones	x		AP / IN
Experience of staff management and providing training to a group of staff		x	IN
Experience in dealing with external partners, stakeholders, Council Members, and others		x	IN
Knowledge			
Training or experience that has developed a range of specialist knowledge of the following areas: <ul style="list-style-type: none"> - Customer service - Performance management solutions or Process management - Customer insight and data intelligence - Business analysis and research 	x		IN / AS

<p>Training or experience that has developed a general level of understanding of the following areas:</p> <ul style="list-style-type: none"> - Project management - Customer journey mapping - Quality Assurance - Digital standards 		x	IN
Skills and abilities			
Ability to facilitate workshops and engage with users, collecting requirements and turn user insight into improvements	x		IN
Ability to analyse complex information and problems, developing creative solutions and present informative summaries	x		IN / AS
Ability to make decisions and deliver under pressure, and to escalate where appropriate.	x		IN
Excellent organisational and time management skills, ability to plan and deliver projects and tasks over an agreed timeframe.	x		IN
Results focused, with excellent interpersonal skills to keep people energised, positive and focussed on delivering a great experience.	x		IN
Ability to influence and use negotiating skills, to encourage transformational change.	X		IN
Ability to take a fair and balanced approach to resolving complex issues raised by service teams and stakeholders	x		IN
Ability to communicate complex issues effectively in a range of different situations	x		IN
High level of IT literacy. Confident in use of Word, Excel and Outlook and other systems relevant to the role (process mapping solutions or MS Power BI).	x		IN / AS
Other attributes			
Acceptance that working outside of normal office hours such as evenings and weekends is part of this role	x		IN

**Assessment Criteria:
(AP) Application, (AS) Assessment, (IN) Interview**

Our Values and Behaviours



Our CORE values are key to delivering our vision, plans and strategies.

Collaborative	Open	Responsible	Excellent
We work together to get things done	We behave with integrity & fairness	We take responsibility for our actions and decisions	We perform at our best & strive for excellence

It's really important that you have a genuine passion for doing a great job and our behavioural competency framework sets out how we want people to work, ensuring everyone is valued, supported and empowered.

These competencies will be assessed throughout the recruitment and selection process, as well as part of your ongoing development and progression.