

Role profile

Job Title:	Impact Data Scientist	Grade:	14
Department:	Commissioning and Capacity Building	Post no:	68749
Directorate:	Strategy and Change	Location:	Perceval House

Role reports to:	Assistant Director, Commissioning and Capacity Building
Direct Reports:	Impact Data Analyst Impact Designer Strategic Social Value Officer
Indirect Reports:	Teams within the function, project teams, support staff
<i>This role profile is non-contractual and provided for guidance. It will be updated and amended from time to time in accordance with the changing needs of the council and the requirements of the job.</i>	

Job description

Purpose of role

To lead the Impact of Commissioning Team in applying advanced data science techniques and analytical methods to assess and maximise the impact of commissioning decisions across Ealing Council. The role ensures services deliver measurable value for money by integrating financial, social, economic, and environmental outcomes into robust, data-driven impact assessments, enabling smarter investment choices and strategic asset-based commissioning.

The postholder will design and maintain predictive models, conduct Value for Money evaluations, and embed social value and fairness methodologies to provide evidence-based recommendations on whether services should be recommissioned or decommissioned. Acting as a technical lead, the role will set coding and quality standards, champion ethical data practices, and foster innovation within the team. By developing scalable data pipelines, dashboards, and automated workflows, the Impact Data Scientist will ensure insights are accurate, reproducible, and actionable, shaping commissioning strategies that align with local and national frameworks and deliver improved outcomes for residents.

Key accountabilities

Design and maintain data pipelines that integrate financial, outcome, and community asset data (human, social, cultural, environmental) with place-based segmentation to identify inequities and strengths.

Conduct rapid evidence assessments (REAs) for priority cohorts/services, synthesising NICE, UKHSA, What Works, and academic sources to inform needs assessments and commissioning options.

Produce board-ready evidence packs using Green Book methodology, including strategic, economic, commercial, financial, and management cases; quantify Value for Money, prevention benefits, and social value; ensure EIA-aware scenarios and sensitivity testing.

Develop predictive models to forecast demand, cost, outcomes, and equity impacts of redesign or decommissioning; stress-test portfolios using place-based appraisal principles.

Embed compliance and fairness by integrating PSED/EIA checkpoints into business cases, procurement, and contract reviews; maintain templates, data standards, and audit trails aligned with EHRC/GOV.UK guidance.

Collaborate with research partners (e.g., NIHR HDRC) to evaluate asset-based models versus traditional provision; integrate findings into commissioning cycles.

Key performance indicators

Identify cost-saving opportunities each quarter through advanced analytics and predictive modelling, documented in VfM analysis reports and Strategic Commissioning Group pipeline proposals to support strategic commissioning decisions

Ensure that at least 80% of predictive modelling outputs lead to measurable reductions in operational costs and improved resource allocation, verified through MTFS savings reports and post-implementation reviews.”

Achieve 90% accuracy in prioritising projects based on savings potential, evidenced by post-implementation reviews comparing forecasted and actual savings.

Reduce manual data processing time by at least 50% through automation and digital solutions, measured via process audits and time-tracking reports

Ensure that 90% of strategic commissioning decisions reference insights from dashboards and reports, confirmed through decision logs and Strategic Commissioning Group actions

Maintain 100% compliance with model retraining schedules and quarterly fairness audits to ensure predictive accuracy and ethical decision-making

Internal

- Collaborate across all six directorates to identify cost-saving opportunities, optimise resource use, and ensure business cases deliver MTFS savings while supporting the transition to a strategic asset-based commissioning approach without compromising service quality.
- Provide evidence-based analysis for needs assessments and service redesign to embed asset-based commissioning principles, ensuring changes deliver best value and improved outcomes.
- Work with finance and commissioning teams on budget modelling, cost-benefit analysis, and value-for-money reviews to support savings delivery and asset-based commissioning transformation.

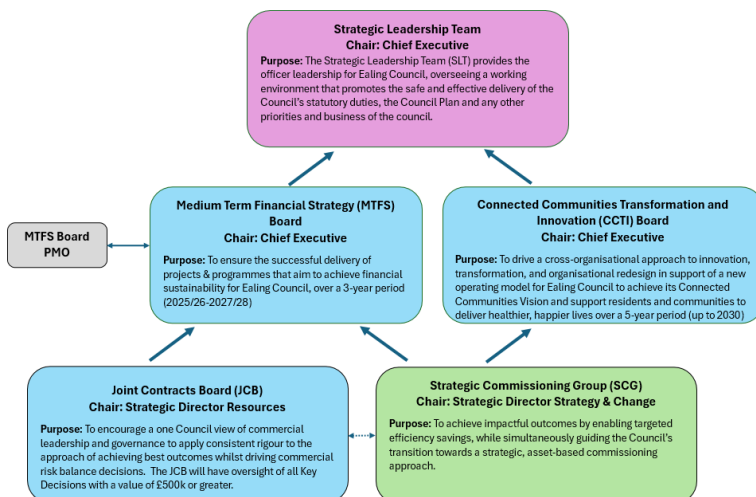
- Support implementation of reliable data systems and governance frameworks for accurate, timely MTFS reporting and asset-based commissioning performance tracking.
- Use workforce analytics and forecasting to align staffing plans with financial sustainability and organisational priorities under the asset-based commissioning model.
- Engage with services to validate data accuracy, gather feedback, and ensure operational intelligence informs strategic decisions and continuous improvement in asset-based commissioning.

External

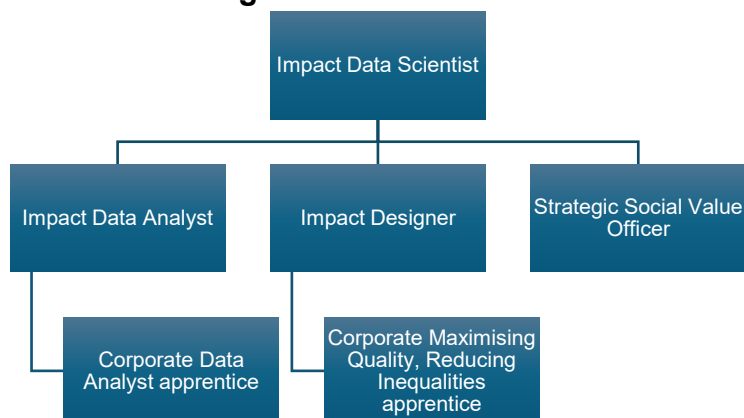
- Participate in benchmarking, shared data projects, and joint commissioning initiatives to identify efficiencies and embed asset-based commissioning principles for best value.
- Build strong relationships with senior leaders in health, social care, education, and housing to monitor performance, identify savings opportunities, and ensure resources are used effectively under asset-based commissioning.
- Analyse market trends and provider performance data to guide sourcing decisions and secure cost-effective procurement solutions aligned with asset-based commissioning objectives.

Authority level

Governance overview



Impact of Commisisoning team



Additional Requirements

- Any other duties appropriate to the post and grade

Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

(Applicants are required to address all the points below in their supporting statement when applying. All of these criteria will be used for shortlisting at the applications stage).

Essential knowledge, skills and abilities

1. Design and deliver evaluations that integrate cost-effectiveness, cost-benefit, and social value analysis to guide asset-based commissioning and strategic decision-making.
2. Generate actionable insights through statistical analysis, predictive modelling, and reporting to inform organisational priorities and drive policy and service improvements.
3. Define technical requirements and collaborate with IT teams to develop scalable data science solutions using appropriate architectures and transformation tools.
4. Embed ethical standards including data ethics, GDPR compliance, and fairness principles to ensure transparency, accountability, and responsible AI practices.
5. Set coding and quality standards, provide coaching, and foster innovation and continuous professional development within the team.
6. Lead user research and requirements gathering to ensure data science products meet commissioning needs, delivered through Agile and best-practice methods.
7. Develop models, dashboards, and scripts with a focus on efficiency, reproducibility, and alignment to organisational priorities.
8. Is able to conduct comprehensive literature reviews to inform evidence-based decision-making and commissioning strategies.
9. Oversee monitoring and iterative improvement of data science products to support strategic commissioning and uphold ethical standards.

Essential qualification(s) and experience

Degree in Data Science, Statistics, Economics, Computer Science, or equivalent experience.

Advanced skills in Python/R, SQL, and data visualisation (e.g., Power BI).

Proven delivery of predictive models, VfM analysis, and impact assessments.

Strong knowledge of public sector commissioning and asset-based principles.

Expertise in financial modelling, MTFS objectives, and cost-saving strategies.

Understanding of data architecture, pipelines, and governance frameworks.

Ability to ensure data ethics, GDPR compliance, and fairness.

Experience influencing senior stakeholders and driving strategic decisions.

Leadership in managing data science teams and fostering innovation.

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
• Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues	• Does what they say they will do on time • Is open and honest • Treats all people fairly	• Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents	• Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures	• Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards