

Role profile

Job Title:	Impact Data Analyst	Grade:	12
Department:	Commissioning and Capacity Building	Post no:	68750
Directorate:	Strategy and Change	Location:	Perceval House

Role reports to:	Impact Data Scientist
Direct Reports:	Corporate Data Analyst apprentice
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

As part of the Impact of Commissioning team, you will work collaboratively across all six directorates to deliver high-quality analytical insights that shape strategic commissioning and transformation. Working closely with the Assistant Director for Commissioning and Capacity Building and team colleagues, you will play a critical role in enabling data-driven decision-making that supports the Medium-Term Financial Strategy and the transition to an asset-based commissioning model aligned with Connected Communities.

You will lead the preparation, management, and interpretation of data to produce evidence-informed needs assessments, equity analysis, and actionable insights for commissioners. Through best practice guidance, clear communication, and ethical use of data, you will influence specifications, embed Equality Impact Assessments, and ensure commissioning decisions are transparent, inclusive, and outcome-focused

Key accountabilities

Lead the production of comprehensive, literature-informed needs assessments for all priority commissioning projects, combining rapid evidence reviews (REAs), local

datasets, and lived experience insights to ensure specifications are grounded in best practice and community priorities.

Maintain real-time dashboards that integrate outcomes, Value for Money (VfM), and equity heatmaps at provider, cohort, and place level; proactively highlight where asset-based approaches outperform traditional models to influence commissioning specifications and investment decisions.

Continuously monitor service performance to detect duplication, low uptake, and cost pressures, translating findings into actionable options anchored in evidence-based interventions and prevention pathways, and presenting these insights at commissioning panels.

Produce plain-English insight packs enriched with community narratives to support commissioner panels and resident workshops, ensuring decisions are transparent, inclusive, and aligned with Connected Communities principles.

Provide disaggregated data analysis and lead on screening Equality Impact Assessments for all new commissioning projects; supply robust datasets for full Equality Impact Assessments where material impacts are identified, maintaining audit trails to ensure compliance with the Public Sector Equality Duty (PSED)

Key performance indicators

Produce literature-informed needs assessments for 100% of priority commissioning projects, incorporating Rapid Evidence Assessment summaries, local datasets, and lived experience, verified through commissioner feedback and audit logs

Maintain dashboards covering outcomes, Value for Money, and equity heatmaps for all priority services, ensuring 95% availability and accuracy, measured through system uptime and data quality audits

Detect and report duplication, low uptake, and cost pressures in 100% of quarterly reviews, translating findings into evidence-based options for commissioners, verified through decision logs

Deliver plain-English insight packs with community narratives for 100% of commissioning panels and resident workshops, measured through attendance records and commissioner satisfaction surveys

Provide disaggregated analysis and screening Equality Impact Assessments for 100% of new commissioning projects, and full EIA data where required, verified through compliance audits and public sector equality duty reporting

Key relationships (internal and external)

Internal (Across Six Directorates):

- Commissioning teams – co-design needs assessments and specifications.
- Finance – align Vf analysis and MTFS savings.

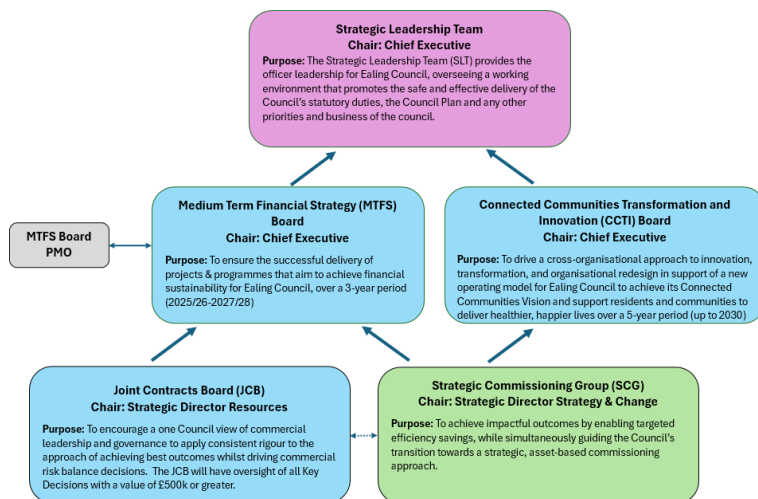
- ICT – ensure data integration and governance.
- HR – provide workforce analytics for service planning.
- Service managers – validate frontline data and insights.

External:

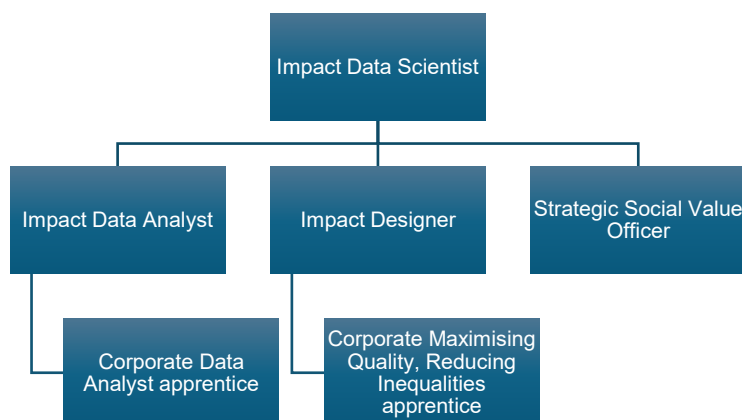
- Residents and service users – inform needs and priorities.
- NHS partners – integrate health and care data for joint outcomes.
- London Councils and regional networks – benchmark and share best practice.
- Providers – validate data and monitor performance.
- VCSE organisations – co-produce insights and asset-based models.
- Regulatory bodies – ensure compliance and integrate inspection findings.

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. Is able to conduct Rapid Evidence Assessments and literature reviews to inform commissioning strategies and strengthen service specifications.
2. Is able to integrate research, local datasets, and lived experience into needs assessments that evaluate impact and identify improvement opportunities.
3. Is able to manage, cleanse, and validate large datasets from multiple sources, ensuring accuracy and reliability.
4. Is able to apply data governance and quality checks to maintain high standards of data integrity.
5. Is able to perform advanced quantitative and qualitative analysis, including forecasting and impact evaluation of commissioned services.
6. Is able to identify duplication, low uptake, and cost pressures, and translate findings into actionable, evidence-based options.
7. Is able to design and document analytical solutions using Python, R, and SQL.
8. Is able to build and maintain dashboards (Power BI, Tableau) covering outcomes, Value for Money, and equity heatmaps, ensuring high availability and accuracy.
9. Is able to present insights through clear visualisations and plain-English reports that support strategic decision-making.
10. Is able to produce insight packs with community narratives for panels and workshops, ensuring accessibility and engagement.
11. Is able to communicate effectively, influence decisions, and build strong stakeholder relationships.
12. Is able to prioritise tasks, manage competing deadlines, and deliver projects on time.
13. Is able to identify opportunities for data-driven improvements and innovate solutions that enhance commissioning impact.
14. Is able to promote ethical, safe data use aligned with organisational values and commissioning principles.

Essential qualification(s) and experience

- Proven track record of applying data analytics to drive measurable improvements in service delivery and support strategic commissioning objectives
- Evidence of continuous professional development in data analysis, performance management, or related fields
- Degree or equivalent professional qualification, or substantial relevant experience supported by ongoing training
- Significant experience working with data and analysis in a local authority or similar public sector environment
- Demonstrated ability to work collaboratively in cross-functional teams to define, monitor, and evaluate service metrics and shared goals

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