

Data Analyst - People

Role Levelling

P2

Purpose	Key Relationships
Empower colleagues across the business to make better decisions for customers and members using data driven insight.	D&A Team / Commercial / Brand / Finance / Operations

Key Accountabilities	Measures of Success	Experience/ Qualifications Required
<ul style="list-style-type: none">• Produce and communicate insight and analysis that influences key business decisions and supports the delivery of critical change projects across the society.• Provide timely, relevant and actionable insights from data, supporting decision making processes• Contribute to the development and enhancement of sales through the identification and presentation of appropriate recommendations• Partner with HR leaders on all aspects of people data, workforce planning and insights, working with business areas to identify and predict future workforce needs• Keep the business up to date with regular insight into people metrics, trends and external insights.• Own the colleague engagement survey design, analysis and insight sharing. Collaborate with HR where appropriate.• Build and deliver HR analytics capabilities and provide insights for the business to support organisation and people planning.• Keep up to date with developments in people and workforce analytics.	<ul style="list-style-type: none">• Reduce time to insight delivery• Increase value opportunity identified / delivered	<ul style="list-style-type: none">• Be able to present data and analysis clearly and articulately to all levels of the business• Strong influencing skills at different level with the ability to work across multi functional teams and stakeholders to collaborate and deliver results• Ability to articulate complex concepts in an easily understandable way to meet the needs of the audience• Strong SQL experience• Experience with data visualization tools Power BI (preferred) .• Familiar with MS Azure and Python (programming language)