

Role profile

Job Title:	Research Data Scientist
Department:	Health Determinants Research Collaboration
Directorate:	Strategy & Change

Grade:	Grade 14 Permanent
Post no.:	65861
Location:	Perceval House

Role reports to:	Research Capacity Lead HDRC Ealing and Head of Research and Insight
Direct reports:	/
Indirect reports:	/

Job description

Purpose of role

The post holder will lead significant research data analysis and data science work needed to enable the council to curate and manage timely and meaningful rigorous quantitative and mixed method research on the 'building blocks of health' (the conditions of life that impact how well and how long we live, for example, housing, employment, social connection, education, otherwise known as health determinants). They will be an expert in quantitative data analysis and data linkage for research and evaluation purposes and ideally have some experience of mixed methods research. They will be joining a team of research specialists to support the broader HDRC Ealing goal of a council-wide culture change in effective, evidence-based decision-making.

The postholder will work as part of Ealing's Health Determinants Research Collaboration, with matrix links to the council's Research and Insight team and also closely with the council's Information Communications Technology team. The postholder needs to have a passion for improving the use of evidence to reduce health inequalities and promote health and wellbeing.

Key accountabilities

- To lead, plan and manage the undertaking of high-quality statistical analysis of quantitative council and health data, for a range of research and evaluation projects.
- To apply appropriate quantitative data analytical techniques to create outputs from research and evaluation, which support council decision-making, including formatting and communicating results, using textual, numeric, graphical and other visualisation methods appropriate to the target audience.

- To work in partnership with research study teams made up of council officers and academics and the voluntary sector to understand their needs, provide expert advice and facilitate appropriate data access, linkage and analysis, as well as ensuring data delivery pipelines, as needed for longer term studies.
- To deliver or facilitate training on some elements of analysis and visualisation of qualitative data (such as the use of analytical software) for research and evaluation purposes to council staff.
- To support the HDRC team in conducting literature review and evidence syntheses
- To work with services to improve how they manage and make full use of data for research and evaluation purposes, helping teams reimagine how services are offered.
- To take responsibility for the accessibility, retrievability and security of specific subsets of data and maintain and implement information handling procedures
- To represent Ealing HDRC at relevant cross-sector forums, networks and conferences both regionally and nationally, to share learning on building research analysis capacity in local government.
- To communicate findings of high-level data analysis in research and evaluation to a range of audiences, using a variety of platforms, including developing reports, briefings and presentations.
- To use the best of modern statistical analysis software and technologies, including staying up to date with any emerging new quantitative data analysis tools.
- To guide and advise the writing of research proposals on the building blocks of health which involve quantitative data statistical analysis, ensuring that the particular approaches and statistical tests applied can meet the needs of the research question and methods, and optimise successful research funding applications.
- To ensure all research and evaluation projects comply with the highest quality ethical standards, adhering to ethical guidelines, maintaining confidentiality and cultural sensitivity throughout.

Key performance indicators

- Successful delivery of high-quality statistical analysis of quantitative data in research and evaluation on the building blocks of health in Ealing.
- Successful delivery of literature reviews and evidence synthesis
- Successful engagement and take up of statistical analysis and quantitative data interpretation and synthesis training and capacity building offers in the council, for research and evaluation purposes.
- Successful applications for further research (and research capacity building) funding which embed statistical analysis of quantitative council and/or health outcomes data.
- Signs of organisational culture change normalising the delivery of statistical analysis of quantitative research data to inform action on building blocks of health.

Key relationships (internal and external)

- Internal: HDRC Ealing team, Head of Research and Insight, Assistant Director for Strategy and Change, Assistant Director for Equalities and Engagement, Assistant Director for Connected Communities, Director of Workforce, Director of Public Health, Communications and Equalities and Engagement teams, ICT and Information Governance teams, other Ealing council staff, councillors
- External: Academic partners (London School of Hygiene & Tropical Medicine, Imperial College London, Institute of Development Studies), community partners (Golden Opportunities for Skills and Development, Ealing and Hounslow Community and Voluntary Service, Southall Community Alliance), community researchers, regional and national HDRC and other research networks focused on statistical analysis of quantitative data in local government for the purposes of research and evaluation.

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.

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Essential knowledge, skills and abilities

1. Expertise in applied mathematical and statistical skills including proficiency in the use of a range of statistical software, such as SQL, Hive, R, Stata and ability to use NoSQL databases such as MongoDB,
2. **Significant knowledge and expertise in statistical analysis of quantitative data for research and evaluation purposes, including awareness of what a range of different research methods and questions require in terms of statistical tests and tools.
3. Skilled at the intersection of analysis, data science and data engineering
4. **Excellent communication skills and ability to present both verbal and written complex information and concepts in an engaging way, adapting it to suit the audience.
5. Expertise in literature reviews and evidence synthesis
6. Excellent programming and coding skills across a range of languages such as R, Python etc
7. Has a huge intellectual curiosity, and a passion for learning and self-development, including the humility to learn from others
8. **Demonstrable experience with statistical modelling, machine-learning, forecasting algorithms, datamining, data visualization, structured and unstructured datasets and/or natural language processing in the context of research and evaluation
9. **Demonstrable proficiency in developing data platforms using Power BI

10. Experience of research ethics and information governance considerations in relation to the statistical analysis and interpretation of quantitative research data.
11. Experience in building relationships across a diverse range of people that can demonstrate to us that diversity and inclusion is close to your heart.
12. Good understanding and awareness of best practice analysis and interpretation of quantitative data alongside qualitative data, such that they can work autonomously in mixed methods research and evaluation projects.
13. Values different forms of knowledge and understands principles of research for a range of different research methods.
14. ** Good knowledge and understanding of local government, and voluntary/community sector, the pressures on them, challenges in use of data and implications for capacity building
15. ** Good teamworking skills that foster effective collaboration and team growth and development amongst the team of council-employed research specialists as well as the wider HDRC.
16. Good organisational skills, ability to prioritise and work to tight deadlines.
17. Comfortable with uncertainty, flexible and adaptable to this complex and emergent capacity building programme, using a growth mindset so all opportunities can be developmental.
18. Commitment to promoting health equity and addressing building blocks of health, and some understanding of health inequalities and the impact of specific building blocks of health in the local Ealing context.
19. A strong understanding of equity and equality issues, with a commitment to ensuring that marginalized and underrepresented communities are actively included in research and decision-making processes. The ability to challenge structural barriers and advocate for inclusive policies and practices is essential.

Essential qualification(s) and experience

1. Masters/PhD level or equivalent qualification involving statistical analysis of quantitative research data.
2. ** Experience developing or contributing to research proposals involving statistical analysis of quantitative research
3. ** Experience in undertaking literature reviews and evidence synthesis
4. Some experience of public sector practice/working i.e. outside of academic institutions
5. ** Significant experience in developing others' capacity and skills, including designing and delivering engaging training assets in quantitative data analysis for research and evaluation, for a range of different levels and experience.
6. Experience of complex multi-sector collaborations
7. Evidence of continuous professional development
8. Experience of managing and delivering projects within budget

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Does what they say they will do on time • Is open and honest • Treats all people fairly 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards