Data Visualisation (Tableau) Developer - Grade 11

Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services to our communities. We know we have challenging times ahead, so we are always looking for better and smarter ways to work.

The Council recognises the importance of high-quality intelligence and insight to support service delivery and decision making.
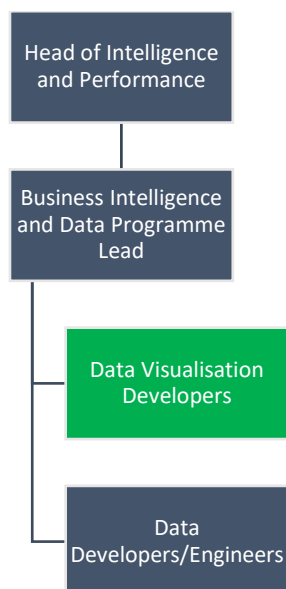
The role is based within the Council's Intelligence and Performance Service and will be responsible for producing high quality, interactive and visually engaging products using Tableau to enable evidence and intelligence-led decision making across the Council and with Partners.

Key areas of responsibility

- You will ensure that a high quality and high value function is provided to support an intelligence and insight driven culture rooted in the vision and values of the council.
- You will ensure that intelligence products are fit for purpose, used to inform decision making and evaluated to inform future work and support a culture of continuous improvement.
- You will produce and maintain high quality interactive data visualisations in Tableau.
- You will work closely with colleagues across the Council to understand their requirements and deliver high value intelligence products in an agile manner.
- You will ensure that corporate and statutory requirements are complied with in relation to information governance whilst encouraging and enabling a focus on impact, outcomes, and value for money.
- You will contribute to a successful, efficient and effective intelligence and performance function supporting decision-makers to understand how much and how well services are doing and what difference they are making to service users, customers, citizens and communities in Kirklees.
- You will positively contribute to the achievement of service, council, and partnership objectives.
- Build strong relationships and work effectively with customers to support the understanding and use of high-quality intelligence and insights.
- Understand and map relevant 'business processes' to understand domain-specific data/ intelligence flows and identify analytical processes and requirements.
- Identify data/intelligence gaps and develop and implement plans to address these including data capture, storage, validation, analysis, interpretation, and presentation.
- Ensure that appropriate technology, systems, and processes are used for data access, extraction, linkage, analysis, and presentation and seek out opportunities for efficiency, effectiveness, and innovation.
- Support, advise and enable officers, elected members, and partners to understand and use data, intelligence, and insights effectively to inform decision-making, target resources appropriately, reduce inequalities and measure impacts and outcomes.
- Support opportunities for collaboration within and between council services and partner organisations to improve analytical capability, share good practice and foster a culture of continuous improvement.

- Understand and build effective working relationships with teams and specialisms aligned to analytical functions such as research, consultation and evaluation and identify opportunities for improved ways of working

Position of job in organisational structure

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Head of Intelligence
and Performance
        |
Business Intelligence
and Data Programme
        Lead
        |
        ├── Data Visualisation
        │   Developers
        │
        └── Data
            Developers/Engineers
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Employee Specification

Knowledge, qualifications, skills and experience	Shortlisting criteria
Accepts a basic DBS check is required. Please note that a conviction may not exclude candidates from appointment but will be considered as part of the recruitment process.	Essential
Undergraduate degree which includes a strong analytical component (e.g. Statistics, Computer Science) or equivalent experience.	Essential
Advanced knowledge and skills in Tableau Desktop.	Essential
Advanced knowledge and skills in Tableau Server.	Essential
Advanced knowledge and skills in Tableau Prep.	Desirable
Experience of translating stakeholder requirements and developing high-quality Tableau products that focus on and take account of the end-user journey.	Essential
Experience and skills in extracting and manipulating data using SQL.	Essential
Experience and skills in linking/matching data from a variety of sources.	Essential
Experience and skills in utilising technology to develop automated and repeatable outputs/products where necessary.	Essential
Knowledge of best practice visual design/analytics and experience of applying that knowledge to a range of intelligence/analytical projects.	Essential
Experience and skills in selecting and utilising appropriate data visualisation techniques.	Essential

Knowledge, qualifications, skills and experience	Shortlisting criteria
Experience of forward-looking analytics (e.g. forecasting, projecting, predictive modelling).	Desirable
Experience of working in an agile development environment or a willingness to work in an agile manner.	Essential
Excellent interpersonal skills with the ability to work with customers to question, probe and negotiate to identify clear questions/hypotheses, analytical goals and outcomes.	Essential
Knowledge and experience of undertaking appropriate analyses and statistical tests for different types of data.	Essential
Ability to work in a sensitive and appropriate manner with political awareness to help people understand and use data, intelligence and insights.	Essential
The ability to review, reflect and use learning to inform future work and embed continuous improvement.	Essential
Commitment to ongoing personal and professional development and willingness to undertake training and development.	Essential
Ability to work in a confidential area.	Essential
Willingness to take on line-management responsibilities.	Essential

Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

• Positive

• Honesty

• Respectful

• Flexible

• Communicative

• Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about Council Behaviours and Expectations.

General information

See your responsibilities related to Safeguarding.
DBS check at the appropriate level

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

For Office Use Only:

Job Category	Intelligence & Performance	Grading ID	66470
Job ID		Last Updated	January 2021
Job Focus	No	Career Progression	No

Contractual Variants

DBS Category	Other	DBS Type	Basic
Health Check	No	Politically Restricted	No
24/7 working	No	Public Holidays	No
Night Working	No	Alternating Pattern	No
Standby	No	Other	No
Checked by HR			