

Job Title: Research Lead
Grade: 10

Our Vision

We have a clear vision for Staffordshire - an innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and citizens
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

The purpose of the Insight Team is to deliver high-quality insight, aligned to the strategic priorities of Staffordshire County Council and Staffordshire, that shapes and influences strategy and decision-making.

Reporting Relationships

Responsible to: Research Manager

Key Accountabilities:

1. To effectively lead, design and deliver key strategic insight projects, aligned to business needs that directly influences and shapes strategy and decision-making in the Council and across the Staffordshire partnership.
2. To lead on insight projects aligned to a particular thematic area, and other areas as required.
3. To build and maintain positive, proactive relationships with key commissioners and teams across the organisation and partnership to identify strategic insight requirements and deliver the insight work programme.
4. To oversee and undertake continuous analysis of key strategic outcome measures, to enable the organisation and partnership to understand progress against our vision and priorities.
5. To provide advice and guidance to key commissioners across the business on the development of effective performance measures to monitor progress against strategic priorities.
6. To manage and deliver analysis and interpretation of a range of different types of data, including primary research with citizens, qualitative data and service performance data.
7. To translate insight findings into fit-for-purpose outputs, including performance reports, for the intended audience, that include meaningful conclusions and recommendations that are evidence based.
8. To effectively present and communicate research findings to a wide range of audiences including the Senior Leadership Team (SLT) and Commissioners, tailored to the needs of the audience.
9. To undertake commissioning and contract monitoring activities relevant to the strategic insight work programme.
10. Support the development of other team members as part of leading and delivering insight projects.
11. Work with the Data Lead to ensure access to relevant datasets that support the delivery of the insight work programme.
12. To work effectively with colleagues from across Strategy, Governance and Change to ensure insight is directly used to inform policy, strategy development and change. Contributing to ensuring the organisation is intelligence led.

13. To apply relevant information governance principles in the design and delivery of insight projects, including consideration of data protection, research ethics, research governance, market research codes of conduct.
14. To represent the county council where appropriate at internal or external forums as required.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council's climate change strategy.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.







The content of this Job Description and Person Specification will be reviewed on a regular basis.




Person Specification

A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

Minimum Criteria for Disability Confident Scheme*	Criteria	Measured by
	Qualifications <ul style="list-style-type: none"> Educated to a degree level or equivalent, or equivalent experience in a relevant field. 	A/I/T
    	Knowledge and Experience <ul style="list-style-type: none"> Minimum of 3 years' experience of leading and delivering research and insight projects across a range of themes or in a closely related area. Demonstrable experience delivering high quality insight that has impact. Experience of IT systems used for undertaking research projects. Experience in cross-organisation and partnership working. Knowledge and experience of using a range of insight tools and techniques, including qualitative and quantitative analysis, statistical techniques and methodologies. Knowledge and experience of developing performance measures and frameworks Understand the role of insight in a large, complex, diverse public sector organisation. Experience of presenting complex research findings to a diverse audience. Significant knowledge on relevant sources of data and insight, and how to access them either internally or through partnership working. Knowledge and understanding of information governance and data protection principles and processes. Experience of working within a public sector organisation. 	A/I/T
	Skills <ul style="list-style-type: none"> Ability to recognise key issues and develop solutions. 	A/I/T

  	<ul style="list-style-type: none"> • Ability to push forward news ideas and ways of working. • Excellent communication and interpersonal skills. • Ability to manage complex projects and relationships with partners and stakeholders. • Analysing and interpreting complex data and information. • To manage and prioritise own workload. • To be able to manage conflicting demands and pressures. • Excellent written communication skills, including the ability to use a range of different styles to suit the needs of different audiences. • Ability to present and deliver complex and potentially sensitive messages in a clear and concise manner to a diverse audience. 	
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This post is designated as a casual car user



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Liberata Employee Services Team on 01905 947446**