IDR

Helpdesk Report:

Data & Integration Architect

by

Incomes Data Research

November 2020

Contents

1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Data & Integrations Architect

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable 'triangulation' of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Data & Integrations Architect.

2.1.1. Official earnings data

The data provided below is based on the Government's latest Annual Survey of Hours and Earnings (ASHE), for April 2019. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)[1] - For full-time employees: United Kingdom, 2019

Description	Code[2]	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
IT business analysts, architects and systems designers	2135	98	47,948	-1.0	52,225	-0.7

Source: Table 14.7a, ASHE 2019.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

Data Architects in the NHS are typically employed on either Band 8a and the current salary range £45,753 and £51,688 a year outside of London and high-cost areas in the South East/South.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,474 and a maximum payment of £6,892;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,786 and a maximum payment of £4,824;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,037 and a maximum payment of £1,793.

---

[1] Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.
[2] Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service. [3]

Data Architect, job level 8, by sector[3]

Sector	Salary count	Lower quartile	Median	Upper quartile	Average
Whole economy	13	£54,380	£67,500	£80,000	£68,463
Public	estimated	£43,523	£54,024	£64,028	£54,795

Source: IDR Pay Benchmarker.

---

[3] Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1. Data and summary

Data Architect – advertised positions summary

	Minimum	Maximum
Average	£67,154	£83,574

Data Architect - job advertisements

Organisation	Job title	Min	Max	Hours	Location
Government Digital Service	Consulting Data Architect	£49,700	£56,524	37	Bristol, Manchester
Telecoms company	Big Data Architect	£90,000	£100,000	37	London
Government Digital Service	Consulting Technical Architect	£51,780	£70,400	37	Bristol, Manchester
Smartest Energy		£70,000	£90,000	n.a.	Ipswich
Blue Prism	Data Architect	£80,000	£110,000	n.a	Remote/Home based
Business consultancy	Oracle Enterprise Architect	£80,000	£100,000	n.a	Remote/Home based
Consultancy	Data Architect – NHS	£70,000	£90,000		Bracknell, Berkshire
NHS Arden & Greater East Midlands Commissioning support Unite	Lead Data & Systems Architect	£45,753	£51,668	37.5	Chester

3.2. Job advertisements

The following pages present the job advertisements for the above vacancies.

Salary: £54,700-£60,635 London, £49,700-£56,524 National - Internal loan Terms and Conditions apply for Civil Servant applicants

Contract type: Permanent

Grade: Grade 7

Hours: 37 per week (excluding lunch)

Working pattern: flexible working, full-time, part-time, job share

Location: London, Bristol, Manchester

Closing date for applications: 15 November 2020

Who we are

The Government Digital Service (GDS) is part of the Cabinet Office. We lead the digital transformation of the UK government so that it works better for everyone. Our work is user-focused, dynamic and forward-looking, making our organisation an exciting and innovative place to work.

Find out more at the GDS Blog.

What you'll do

As a GDS Digital Technology Consultant, you'll share the responsibility for the digital transformation of government. You'll push forward the GDS technology vision to wider government, and be able to communicate this to all levels of responsibility, including chief technology officers and chief executive officers in government.

When working closely with departments and agencies, you'll share technology best practice and explain cross government architecture patterns.

You'll advise multidisciplinary teams on core technology to help them deliver simple, safe and easy to use digital systems that meet user needs.

You will work on multiple projects at the same time while working amongst an excellent peer group and you will be travelling around the UK, as required.

You will have the ability to work independently without direct supervision, while prioritising your workload and having confidence in your decisions.

As a Consulting Technical Architect you'll evangelise the core GDS principles:

- conduct technical/technology reviews and assurance to departments and agencies
- advise on the technical/technology side of projects throughout discovery, alpha and beta stages, and work with spend controls to ensure technical integrity
- help extend the network of technologists across government and encourage communication across agencies and departments
- work at all levels including heads of departments and project teams
- be involved in the wider web development community, identifying good practices to adopt and sharing your experiences, e.g. through blog posts, tech talks at conferences
- enable a positive technical culture, applying agile methods to the development of open standards based services and completing quality assurance practices
- mentor others, setting standards and ensuring targets are met
- help enable the reuse of patterns, tools, and components across the whole government service landscape
- help recruit architects, conducting screening sessions and interviews

Who you are

We're interested in people who have:

- significant consulting experience of influencing senior management and communicating with both technical and non-technical audiences through an innate ability to grasp their business challenges
- experience of technology consulting, client advocacy
- experience mentoring and leading technical teams to deliver scalable and secure user focused services that deliver measurable transformation
- ability to drive through an agenda (strategic and tactical)
- understanding of how to prioritise work in a fast, customer centric, environment
- ability to see opportunities for improvement and an interest in forming government best practices, standards and policies
- willingness to travel to different government departments and agencies within the UK as required
- ability to read, understand and critique (in order to improve) solution design documentation
- understanding of agile environments, continual delivery techniques and devops cultures

- ability to quickly absorb differing strategies, remain flexible in your thinking
- self-starter disposition

It's desirable that you also have:
- experience of, or an appreciation of the GDS Principles
- experience scaling online services
- an eagerness to influence how digital services are delivered across government
- an awareness of how to budget in an on-demand environment and an understanding of legal implications
- experience of cloud and latest disruptive technologies
- experience working in a dynamic organisation with rapidly expanding users and changing requirements
- experience initiating projects, participating in workshops to gather user needs and building prototypes
- experience of leading the work of technical architects to make sure that an organisation's systems are designed in accordance with the appropriate data architecture
- experience of process improvements

What we value

Respect, collaboration and trust are at the core of our culture. We trust each other to do our best work. We believe in our mission and work for the whole population. We can only do that by being an inclusive and diverse organisation.

How you'll be assessed

In the Civil Service, we use our Success Profiles. This gives us the best possible chance of finding the right person for the job, drives up performance and improves diversity and inclusivity.

When reviewing your application we will be using the experience element of the framework to assess your career history and achievements. We're looking for examples of things you have previously achieved or your knowledge in a particular field which are relevant to the role.

If you're shortlisted for an interview we'll use different elements of the success profiles framework. We'll be considering your ability, strengths, experience, technical/specialist skill and behaviours for this role. The following behaviours are the most relevant:

Big Data Architect

London

£90,000 - £100,000 + Benefits

One of UK's top telecoms are looking for an experienced Big Data Architect to deliver high level designs/solutions with the most up to date technologies

The Company

As a leading telecoms they generate tons of data and are constantly discovering new ways to manipulate mass data sets to understand their customers and optimise every aspect of their experience.

The Role

As a Big Data Architect, you can expect to be working with a small team of like-minded individuals on an endless amount of data.

Responsibilities include:

- Enterprise Cloud Data Modeling
- Develop Roadmaps for the Big Data Platform
- Producing conceptual designs to achieve a higher level of consistency across different teams
- Identify potential technical opportunities to enable higher delivery of data products

Skills and Experience

To qualify for this Big Data Architect role, you will need:

- Commercial experience delivering large scale solutions
- Commercial experience working with AWS or GCP
- Strong communicator with the ability to liaise across technical and non-technical teams

The Benefits:

- Remote working (This role is currently fully remote until further notice due to recent events!)
- Competitive holidays
- Travel allowance
- Competitive pension scheme
- Great progression opportunities

Consulting Technical Architect

Location	London, Bristol, Manchester
Position type	Permanent
Working pattern	Full time (37 hours per week), Job share, Flexible working, Part time, Condensed hours
Grade	Grade 7 / Band A
Hours per week	37
Salary	£58,000-£80,000 (London) £51,680-£70,400 (National) - The base salary of this grade is £54,700 (London)/£49,700 (National).Offers made above this will be made up with a specialist pay allowance For more info visit our things you need to know page
Closing date for applications	15 November 2020

Who we are

The Government Digital Service (GDS) is part of the Cabinet Office. We lead the digital transformation of the UK government so that it works better for everyone.

Following our Government Design Principles (https://www.gov.uk/guidance/government-design-principles), we deliver platforms, standards and digital services to help departments transform how they work and meet the needs of their users.

Our work is user-focused, dynamic and forward-looking, making our organisation an exciting and innovative place to work.

Find out more at the GDS Blog (https://gds.blog.gov.uk/) or the Design in Government blog (https://designnotes.blog.gov.uk).

What you'll do

As a GDS Consulting Technical Architect, you'll share the responsibility for the digital transformation of government. You'll push forward the GDS technology vision to wider government, and be able to communicate this to all levels of responsibility, including chief technology officers and chief executive officers in government.

When working closely with departments and agencies, you'll share technology best practice and explain cross government architecture patterns.

You'll advise multidisciplinary teams on core technology to help them deliver simple, safe and easy to use digital systems that meet user needs.

You will work on multiple projects at the same time while working amongst an excellent peer group and you will be travelling around the UK, as required.

You will have the ability to work independently without direct supervision, while prioritising your workload and having confidence in your decisions.

As a Consulting Technical Architect you'll:

- conduct technical/technology reviews and assurance to departments and agencies

- advise on the technical/technology side of projects throughout discovery, alpha and beta stages, and work with spend controls to ensure technical integrity

- help extend the network of technologists across government and encourage communication across agencies and departments

- work at all levels including heads of departments and project teams

- be involved in the wider web development community, identifying good practices to adopt and sharing your experiences, e.g. through blog posts, tech talks at conferences

- enable a positive technical culture, applying agile methods to the development of open standards based services and completing quality assurance practices

- mentor others, setting standards and ensuring targets are met

- help enable the reuse of patterns, tools, and components across the whole government service landscape

- help recruit architects, conducting screening sessions and interviews

Who you are

We're interested in people who have:

- significant consulting experience of influencing senior management and communicating with both technical and non-technical audiences through an innate ability to grasp their business challenges

- experience of technology consulting, client advocacy

- experience mentoring and leading technical teams to deliver scalable and secure user focused services that deliver measurable transformation

- the ability to drive through an agenda (strategic and tactical)

- an understanding of how to prioritise work in a fast, customer centric, environment

- the ability to see opportunities for improvement and an interest in forming government best practices, standards and policies

- willingness to travel to different government departments and agencies within the UK as required

- the ability to read, understand and critique (in order to improve) solution design documentation

- an understanding of agile environments, continual delivery techniques and devops cultures

- the ability to quickly absorb differing strategies, remain flexible in your thinking

- a self-starter disposition

It's desirable that you also have:

- experience of, or an appreciation of the GDS Principles

- experience scaling online services

- an eagerness to influence how digital services are delivered across government

- an awareness of how to budget in an on-demand environment and an understanding of legal implications

- experience of cloud and latest disruptive technologies

- experience working in a dynamic organisation with rapidly expanding users and changing requirements

- experience initiating projects, participating in workshops to gather user needs and building prototypes

- experience of leading the work of technical architects to make sure that an organisation's systems are designed in accordance with the appropriate data architecture

- experience of process improvements

How you'll be assessed

In the Civil Service, we use our Success Profiles (https://www.gov.uk/government/publications
/success-profiles). For each role we advertise we consider what you will need to demonstrate to
be successful. This gives us the best possible chance of finding the right person for the job,
drives up performance and improves diversity and inclusivity. We will be looking at your
experience, career history and achievements that are relevant to the specific job role.

For this role we will be assessing your ability, strength, experience, technical/specialist skills and
behaviours, the following behaviours are the most relevant:

- changing and improving

- leadership

- developing self and others

- seeing the big picture

We are an equal opportunity employer and value diversity at our company. We do not
discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation,
age, marital status or disability status.

Things you need to know

You can find out about the application process and practical details like our office locations on
the things you need to know (https://gdscareers.gov.uk/things-you-need-to-know.html) page.

Apply

Data Architect - Smartest Energy

Ipswich
£70,000 - £90,000 a year

The future of energy is digitised, decarbonised and localised. At Smartest Energy, we need revolutionary thinkers to help our customers make the most of this new landscape, thinking differently to find smart solutions to complex problems. Join us and help power the revolution.

Formed in 2001, we're an agile business driven by entrepreneurial thinking. As a subsidiary of the Marubeni Corporation, we also have strong investment and infrastructure behind us. We have three offices in the UK, one in the US and have just opened another in Australia. Further expansion in territories across Asia and Oceania will follow shortly which means big global career opportunities for you, with plenty of potential to explore new markets.

Overview

Quite simply, you will develop innovative and effective approaches to solve our most critical business and analytics challenges.

In this role, you are likely to be involved with the following:

- Define architectures through best principles, patterns and standards;
- Build transition processes from current to future states;
- Design and deliver a new operating model to enhance Data Architecture capabilities across cloud and on-premise platforms;
- Supporting key aspects of projects, which can include specific business needs and determining tools, data and techniques to address technical challenges;
- Ensure compliance with regulatory and privacy laws, data retention and client guidelines;
- Data governance of projects & programmes against the defined enterprise data architecture target design, policies and standards;
- Rapid prototyping and agile development;
- Ensure knowledge and best practices transfer to colleagues and clients;
- Develop Data Architecture best practice policies for the preservation of strategic data assets independent of technology;

To be successful, you are likely to have the following skills/experience:

- Bachelor's degree in business, computer science, computer engineering, electrical engineering, system analysis or a related field of study, or equivalent experience;
- Expert in conceptual, logical and physical data modelling;
- Expert in designing and implementing data warehouses;
- Expert in data transformation and digitalisation projects within highly regulated environments;
- Expert in relational and non-relational database technologies including MySQL, Postrgres, MongoDB, Hbase/Hadoop;
- Broad experience in data standardisation procedures and best practices;
- Significant experience of designing, implementing, supporting data management solutions across Master Data, Meta Data and Reference Data domains;
- Broad experience in developing large scale Technology Architecture in multi-supplier environments;
- Experience in data cleansing and maintenance techniques for the data life-cycle;
- Excellent knowledge of current technologies and developments within the 'Big Data' field;
- Knowledge of current IT and hardware developments and the availability of Enterprise products within the market is an advantage;
- Knowledge of business models, operating models, financial models, cost-benefit analysis, budgeting and risk management;
- Familiarity with information management practices, system development life cycle management, IT services management, infrastructure and operations, and EA and ITIL frameworks;
- Knowledge of business ecosystems, SaaS, infrastructure as a service (IaaS), platform as a service (PaaS), SOA, APIs, open data, microservices, event-driven IT and predictive analytics;
- Exposure and understanding of existing, new and emerging technologies, and processing environments;
- Exceptional soft and interpersonal skills, including teamwork, facilitation and negotiation.

What else do we offer?

- A commitment to smarter working – we recognise your work/life balance;
- Excellent benefits package including private medical insurance/dental cover for all staff & 7% non-contributory pension;

Check out all our current open positions: https://www.smartestenergycareers.com

Data Architect - Blue Prism

-
Home Based•Remote
£80,000 - £110,000 a year

In a new industry, there are a lot of 'firsts' every day and our culture is based on innovation, collaboration, dedication and ambition. A team of flexible self-starters, we deliver the Digital Workforce of the future knowing that 'sharing knowledge is power'.

We believe in putting the best people together and empowering them to create, deliver and excel. We strive to hire and develop the best. We celebrate diversity of thought, interest, perspectives and ideas, regardless of ethnicity, religion, gender orientation, sexual orientation or national origin.

About Intelligent Automation

As the pioneer, innovator and market leader in RPA, Blue Prism delivers the world's most successful Digital Workforce. The company's software robots automate transactions and improve operational efficiencies while meeting the requirements of the most demanding IT environments, where security, compliance and scalability are paramount. Blue Prism provides a scalable and robust execution platform for best-of-breed AI and cognitive technologies and has emerged as the trusted and secure RPA platform of choice for the Fortune 500.

The Opportunity:

As part of our ongoing investment into our product, AI and cloud strategy, we are looking for a highly experienced data architect, with a proven track record of systems architecture design in the Data Domain, as well as a hands-on experience of designing, building and optimising data systems. As the Chief Data Architect, you will

- Oversee and govern the expansion of existing data architecture and the optimization of data query performance via best practices. The candidate must be able to work independently and collaboratively.
- Be responsible for the definition of the conceptual, logical, and physical data models, RDBMS, operational data stores (ODS), data marts, and data lakes on target platforms
- Work closely with Engineering to embed these designs into Software Products
- Deliver to business and IT data requirements through new data strategies and designs across all data platforms (relational, dimensional, and NoSQL) and data tools (reporting, visualization, analytics, and machine learning).
- Work with R&D teams to implement data strategies, design data flows, and develop conceptual/logical/physical data models
- Define and govern data modelling and design standards, tools, best practices, and related development for enterprise data models.
- Identify the architecture, infrastructure, and interfaces to data sources, tools supporting automated data loads, security concerns, analytic models, and data visualization.

Our Ideal Candidate:

To be successful, you will have experience in designing and transforming data architectures, with a hands-on development or implementation background. You will be familiar with the latest cloud data architecture concepts and technology trends and will have deep experience in at least one cloud platform, with Microsoft Azure being the preference. You will have experience of Big Data platforms and Machine Learning systems.

As an experienced and highly technical architect, you will have a track record (and will ideally be able to reference) your solution architecture skills and will be familiar with driving Architectural method in a Agile Development organisation.

Requirements

- Architecting data platforms on Microsoft platform.
- Designing conceptual and physical data architectures.
- Producing high level blueprints, reference architectures.
- Defining outline data models and data entity relationships, with knowledge of Data Modeling Tools (Erwin Data Modeler, etc.)
- Designing modern cloud-based Data Platform solutions with a sound understanding of architectural concepts (e.g. Platform as a Service cloud computing and Distributed Parallel architecture).
- Experience with conceptual, logical and physical data modeling and clear understanding about defining data architecture framework, standards and principles.
- Mapping data from source to target and establishing current & future state based on business data requirements.
- Data Warehousing, ETL / Data Processing, Data Migration.
- Master Data Management (MDM) systems.
- Designing analytics and machine learning solutions

Blue Prism - 3 days ago
report job
- Apply on company site

Oracle Enterprise Architect (UK/Remote)

London
£80,000 - £100,000 a year - Permanent

Our client is large business consultancy, well positioned to make a meaningful impact on the economy. Every day, they provide a diverse range of organisations with the kind of business and financial advice it takes to do this. Their ideas and insight empower clients to make big decisions about the future and unlock sustainable growth.

Oracle Enterprise Architect role;

- Within an assignment, own all aspects of Oracle architecture

- Take responsibility for defining solutions to achieve client's objectives and documenting technical requirements

- Own the interaction with senior customer stakeholders, developing trusted and high impact relationships.

- Work collaboratively with the other senior members of the Enterprise Applications architecture team to ensure consistency of architectural delivery within projects and across project boundaries

- Engage effectively in pre-sales and advisory engagements to lead customers in the identification of appropriate technical solutions using the full range of **Oracle cloud technologies**

- Within projects, support the Solution Architect and the Project Manager in managing scope, plans and budget

- Provide high impact leadership in the identification of requirements, designs, prototyping, testing, and training

- Within delivery programmes, provide leadership to client stakeholders, including to senior technical 'C Level' customer stakeholders

- Be known as an established leader for all aspects of Oracle solutions

Oracle Enterprise Architect responsibilities;

- Oracle certification and accreditation in **Oracle Cloud**, particularly Cloud Architecture certification, Oracle Analytics Cloud and Oracle Data management.
- Solution design competency and experience across the Oracle Cloud product stack.
- Advisory and Pre-Sales expertise and experience.
- Willingness and ability to travel up to 100% if necessary.
- Solution Assurance and programme delivery oversight.

Data Architect - NHS

£70,000 - £90,000 per annum
Bracknell , Berkshire
Permanent, full-time

Profectus have an opportunity for a **Senior Data Architect** with its established client a consultancy based near Bracknell. They clients operate in the NHS, healthcare and emergency services sector.

In order to be considered for the position you must have previous experience with the NHS, ideally acute healthcare or social care as the position will involve meeting with and liaising with various NHS Trusts to deliver projects ranging from small scale data marts to large more complex solutions.

Key responsibilities for the position include:

- Work with health business transformation consultants to capture requirements from stakeholders and system sponsors
- Work with health business subject matter experts to understand and document the client's data assets
- Produce and communicate logical and conceptual health models of key business processes and data flows using use case, process diagrams or other appropriate visualisation tools
- Assess data availability, suitability and quality
- Help identify possible transformation initiatives. Assist with re-packaging such initiatives for use with other clients
- Producing logical and outline physical designs for target data warehouses
- Specify transformation, linking and data re-coding rules
- Provide data structures that can be synchronised with data integrity maintained
- Identifying key project risks and work with the project manager to mitigate these
- Communicating solution requirements to other technical consultants and system builders
- Assist with creating a business data glossary and other key user documentation
- Formulate plans for, and help manage, system testing and user acceptance testing

To be considered for the position you will need experience with the majority of the below;

- Experience working in the Health Sector (NHS), building complex Data Warehouses to support process improvement
- Ability to communicate effectively across organisational, technical and political boundaries, understanding the context
- Ability to make complex and technical information and language simple and accessible
  for non-technical audiences
- Experience of specifying and designing inter-departmental or cross organisation data warehouses
- T-SQL and SSIS development
- .NET programming in VB or C#

- Presentation and visualisation skills
- Process and data modelling in acute healthcare or social care
- Ability to reverse engineer a data model from a live system
- Fluent in tools and techniques for modelling and communicating processes and data flows
- Experience of applying data to business transformation projects, measuring processes and progress towards outcomes
- Creation of outline physical designs for data warehouses - targeting a relational DBMS, ideally SQL Server
- Experience of dimensional analysis and modelling
- Experience of dealing with more complex modelling issues such as temporal stability and divergent coding of data

If interested please apply for a copy of the full spec!

Required skills

- NHS
- SQL
- Data Warehouse

Job Description

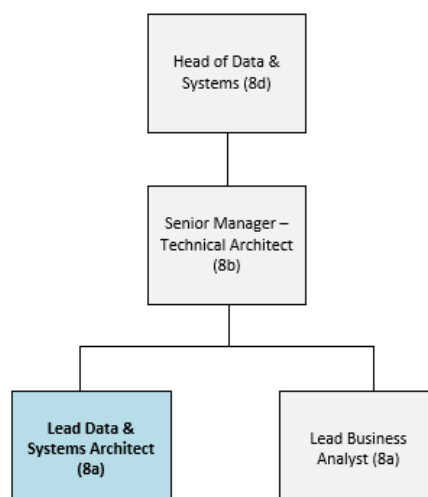| 1. Job Details	
Job Title:	Lead Data & Systems Architect
Band:	8a
JE Reference:	880-11
Team:	North West DSCRO/ Data Management
Location:	Chester
Responsible to:	Technical Architect/ Head of Data & Systems

2. Job Purpose

To act as the departmental lead for the technical design, development and support of the DSCRO/ Data Management infrastructure and associated technologies, tools and solutions to deliver an effective service to Arden and GEM customers.

To oversee day to day operation of the Arden and GEM Direct Access Environments (DMEs) and systems infrastructure including management of database servers, optimising performance and delivering maximum availability in accordance with agreed KPIs (this infrastructure is a hybrid of on-premise & cloud)

To support the strategic planning of current and future technological solutions to ensure optimal performance, researching and reviewing recognised best practice and upcoming technological enhancements

Lead, manage and provide expert advice and support to the teams including setting and prioritising work plans and objectives making best use of available resource and embedding quality throughout the service.

3. Structure Chart

4. Core Duties and Responsibilities

- Lead the provision of a robust systems to support numerous data deliveries for use within Arden and GEM CSU and by its customers.

- Provide and manage active system structures

- Lead on network DNS, firewall and delegation areas that ensure data flows are maintained during change without data source reconfiguration

- Plan, implement and maintain terminal services for remote working in partnership with IT Services, both internal and external.

- Design and implement bespoke monitoring and alerting for all infrastructure areas above OS including in depth analysis internal database server processes.

- Configure systems for optimal throughput of expected workload

- Implement and maintain the Business Continuity Plan to ensuring optimal availability of production databases.

- Diagnosis and resolution of data layer faults in any technology

- Implement and maintain SQL resource governor, auditing, security concepts including transparent data encryption and chaining.

- Provide specialist advice on data architecture to support the provision of information and intelligence throughout the CSU.

- Develop conceptual data models into physical designs.

- To lead the implementation of database applications ensuring appropriate documentation is in place, back-out plans are agreed and where required risk assessments are undertaken.

- Oversee the configuration SQL databases and servers.

- Liaise with external system suppliers during the implementation of new solutions and to ensure systems are appropriately maintained.

- To provide support and advise to Senior Developers on highly complex data process tasks are fully automated and scheduled to run out of hours wherever practically possible.

- To plan, design, develop and review databases to hold highly complex and sensitive data whilst maintaining the integrity of the data at all times and continuously striving to improve both timeliness and quality.

- To provide support and advise on optimisation of data warehouse performance through database tuning, management of indexes and advising on optimal data load routines and queries.

- To develop processes which optimise the publication of data from multiple repositories

- Working knowledge of market leading technologies that support Data Management.

- To oversee the development of data transformation routines from both complex technical specifications and natural language agreements.

- To ensure data management routines are reviewed and developed as technology and techniques emerge guaranteeing systems and processes remain current and fit for purpose.

- Define, design and oversee the build of logical data models and schema to support benchmarking across the NHS.

- Maximise opportunities for improvements to routine data processing that deliver efficiency savings and/or improve quality.

- To ensure that the security of IT systems and the confidentiality of personal data are maintained at all times in line with the relevant information governance and technical security standards and policies.

- Provide expert design advice and support to staff within the Data & Systems Team.

- To provide effective leadership, training, support, generate enthusiasm and motivation in the team members to ensure that they are appropriately empowered to carry out the responsibilities of their role.

- To instil a culture of learning and knowledge share throughout the data management team to ensure the service is fully resilient.

- Responsible for maintaining confidentiality and discretion at all times.

- Other ad-hoc duties required to meet the needs of the service.

5. Effort and Environment

Emotional Effort
- Giving unwelcome news to customers or staff
- Dealing with difficult situations

Physical Effort
- Working with technical equipment
- Responsible for installation and maintenance of equipment when needed
- Advanced keyboard use for inputting and manipulating data

Mental Effort
- Analyse statistics, carry out calculations and prepare detailed reports
- Check documents
- Carry out fault finding
- Attend team meetings, supplier meetings, directorate wide updates

Working Conditions
- Use of VDU (more or less continuously)
- Frequent travel to internal, external, NHS and non-NHS Stakeholders

6. Supplementary Duties & Responsibilities

Mobility
Employees may be required to work at any of the other sites within the organisation subject to consultation. The organisation is in a period of rapid change due to developments and rationalisation of services. This will lead to modification of structures and job descriptions. The post holder will be expected to co-operate with changes subject to consultation, at any time throughout the duration of your contract

Health and Safety
Employees have a legal responsibility not to endanger themselves, fellow employees and others by their individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

Data Protection and Confidentiality
All employees are subject to the requirements of the Data Protection Act 1998 and must maintain strict confidentiality in respect of patient, client and staff records.

Smoking and Health
The organisation has a no smoking policy throughout its premises, including buildings and grounds.

Equality and Diversity
The organisation is committed to promoting equal opportunities to achieve equity of access, experience and outcomes and to recognising and valuing people's differences. This applies to all activities as a service provider and as an employer

Information Management and Technology (IM&T)
All staff are expected to utilise the relevant national and local IM&T systems necessary to undertake their role.

Flexible Working
The organisation is committed to offering flexible, modern employment practices, which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered.

Clinical Supervision
It is mandatory for all professionally qualified staff and clinical support staff to actively participate in clinical supervision as an integral part of their professional development for a minimum of four sessions per year. Clinical Supervision will be monitored via an annual Performance and Development Review (PDR).

Reasonable Adjustments
The organisation is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.