

Manager – Doing Data Differently

Maternity Cover until end of February 2024.

Secondments will be considered.

Hours:	35 hours per week
Reports to:	Improvement Lead
Salary:	£41,239
Location:	Edinburgh. Flexible arrangements including some home working.
Application Deadline:	10am Monday 16 th January 2023
Interview Date:	Tuesday 24 th / Wednesday 25 th January 2023

Job context

The Promise Scotland is responsible for driving the work of change demanded by the conclusions of the [Independent Care Review](#).

It works with all kinds of organisations to support shifts in policy, practice, and culture so Scotland can #KeepThePromise it made to care experienced infants, children, young people, adults, and their families - that every child grows up loved, safe and respected, able to realise their full potential.

The Promise Scotland's sole reason for being is to facilitate and support change, wherever that change needs to happen to make sure that Scotland will #KeepThePromise.

More information can be found in the below resources

[Independent Care Review Reports](#)

[Change Programme](#)

[Plan 21-24](#)

[Doing Data Differently](#)

Find out more at www.thepromise.scot

The role sits within the **Insights** team, which has responsibility for:

- ♥ Mapping and strengthening collaboration across Scotland's data and evidence landscape to drive a new approach to measuring change and monitoring progress.
- ♥ Leading the development of work programmes designed to support Scotland to use money differently and to do data differently.
- ♥ Providing analysis and evaluation of the work to drive change, ensuring the analytical functions of The Promise Scotland are aligned to support and oversight.
- ♥ Ensuring the data and evidence work of The Promise Scotland is well represented across Scotland with all organisations working to #KeepThePromise.
- ♥ Environment and horizon scanning for relevant developments in data and evidence

Job Purpose – Manager – Doing Data Differently

The Promise Scotland is responsible for driving the work of change demanded by the conclusions of the Care Review.

It works with all organisations who have responsibility or wish to support shifts in policy, practice, and culture so Scotland can #KeepThePromise it made to care experienced infants, children, young people, adults, and their families - that every child grows up loved, safe and respected, able to realise their full potential.

The Care Review stated that it is imperative to go beyond consultation and work in collaboration with those with lived experience of care, for both service improvement and service redesign. [the promise](#) is clear in its vision that those supported by services should be involved in their design and delivery.

A key challenge facing Scotland in making the necessary changes happen, lies in its data landscape; that is, *what* data is collected, as well as *how* that data is collected, used, and understood. The majority of organisations and bodies who engaged with the Care Review cited challenges with data collection, access and sharing as barriers to service delivery. The current ways of 'doing data' are insufficient to support the monitoring and evaluation of progress towards #KeepThePromise both nationally and locally and are not capable of supporting progressive transformational change. Crucially, the Care Review made clear that the way Scotland currently uses data is fundamentally flawed, since it does not reflect what matters to children and families.

Shifting the data landscape and doing data differently is a key part of Plan 21-24.

Working closely with a [multi-disciplinary team](#), who are building [The Promise Data Map](#) as a first step toward this shift, The Promise Scotland is looking for a highly motivated person to provide maternity cover for our current Doing Data Differently Manager.

Primarily project managing The Promise Data Map, the Doing Data Differently manager role will involve working alongside colleagues at national, local, and service levels to deliver

programmes of work to align data systems, collection and analysis methodologies to the promise and what matters to children and families.

Alongside this work, The Promise Scotland will develop and model new ways of doing data, evidence, and monitoring, through its internal processes, and its public facing website and online tools such as the Change Programme.

Main duties of this role

The Manager role for Doing Data Differently will lead the day-to-day work required to deliver work programmes, projects, and tools to align with the promise and shift Scotland's data landscape to be based on what matters to children and families.

More specifically, the Manager will:

- ♥ Continue the development and delivery of The Promise Data Map, maximising its potential as a sustainable, accessible, and useful resource for all those working to #KeepThePromise.
- ♥ Support the development and oversee delivery of a Doing Data Differently engagement strategy, particularly working with local partnerships and others who provide and use data on children and their families.
- ♥ Work alongside the Insights Coordinator in undertaking the detailed work on data mapping and alignment to what matters to children and families.
- ♥ Ensure The Promise Data Map project is properly resourced and delivered to agreed quality standards and kept on track.
- ♥ Work closely with colleagues across The Promise Scotland team to support on-going planning and delivery of the overall programme of work.
- ♥ Be responsible for the line management and development of Insights Officers in line with The Promise Scotland's people management values, culture, and procedures and as a senior manager in The Promise Scotland team.

Essential Criteria

- ♥ Experience of working in a similar management or leadership role focused on data and/or evidence in a relevant sector.
- ♥ Sound understanding of the data landscape in Scotland, its strengths, and limitations and of the impacts this has on the lives of children and families.
- ♥ Comfortable working with both qualitative and quantitative data, including the ability to gather, organise and analyse information in innovative and creative ways.
- ♥ Excellent communication, presentation and interpersonal skills, with the ability to provide clear and fluent analytical interpretation of data, to tell a story with data, using data visualisation, to a range of internal and external audiences.
- ♥ Experience with, or a desire to learn more about, digital product management. This includes but is not limited to working closely with tech partners using an agile development method.
- ♥ An interest in applying digital technology to provide solutions to public sector challenges.
- ♥ Ability to form clear conclusions and reach informed judgements, based on the best evidence available.

- ♥ Strong analytical skills and exceptional attention to detail. Able to work independently, manage own workload and work flexibly to meet work demands and tight deadlines; and to use own initiative.
- ♥ The ability to work under pressure, make decisions and to solve problems. Able to deal with conflicting and challenging demands; identify solutions and prioritise work whilst ensuring that a high-quality service is provided and that deadlines are met.
- ♥ Experience of working collaboratively, building, and nurturing strong relationships across different areas and managing relationships with a range of internal and external interests to ensure delivery of key priorities.
- ♥ Lived experience of care and/or deep, demonstrable understanding of the principles established by the Care Review.

Working Conditions

The Promise Scotland is based in Charlotte House, in Central Edinburgh. Flexible working arrangements will be considered for this role, as long as the key business needs are met. The Promise Scotland strives for a positive and supportive team culture and environment.

Application

To apply for this role, please download the attached application form from our website.

Once complete, please return to jobs@thepromise.scot with the job role as the subject.

Candidates with lived experience of care or candidates with a disability who meet the essential criteria outlined will be invited to interview.

For more information about this role please contact Stephanie Crisp at jobs@thepromise.scot with the job role as the subject.