Management Job Description

Merseyrail
Genuine, Professional, Proactive, Inclusive

Job Title:	Data Scientist	Location:	Rail House
Department:	IT & Transformation	Reports to:	Thomas Philip
HR Contact:	Karen Lawton	Financial Accountability:	No
People Responsibility:	No	Is this role safety critical?	No
Does the role have a dedicated deputy?	No	Name if yes	Click here to enter text.

1. CONTEXT OF THE ROLE:

PURPOSE OF THE JOB

To drive innovation through the use of sophisticated analytics tools and AI. Work alongside stakeholders across the business to identify key challenges, design and deploy machine learning models, and champion proof-of-concepts for AI applications. Build interactive dashboards and reports, establish BI tools and lead the change in making data more usable and accessible across the business. Be a collaborative, driven, proactive problem-solver with a desire to deliver impact through data transformation.

JOB ACCOUNTABILITY

- Work with teams from across the company to improve data quality within their respective products and platforms.
- Design and build interactive dashboards and reports leveraging BI tools, transforming raw data into actionable insights for the business.
- Promote data-driven decision making across the organisation.
- Act as a champion for BI benefits across the organisation and promote its usage.
- Own the design, development, and maintenance of ongoing metrics, reports, analyses, dashboards, etc. to drive key business decisions.
- Recognise and adopt best practices in reporting and analysis: data integrity, test design, analysis, validation, and documentation.
- Extract, transform and load data from multiple sources into BI applications.
- Work with stakeholders across departments to identify critical questions and opportunities for leveraging AI and advanced analytics.
- Provide input on proposing, evaluating and selecting appropriate design alternatives which meet business requirements and are consistent with current standards and processes.
- Responsible for demonstrating applications and training the internal users.
- Prepare quality documentation, including both program-level and user-level.
- Use sound software engineering principles to design and develop code that is modifiable, efficient, reliable, understandable, and fault tolerant.
- Design, develop, and test scripts to import data from source systems and test dashboards to meet business and end user requirements.
- Interpret written business requirements and technical specification documents.
- Perform quality coding to business and technical specifications.
- Continuously learn and experiment with new technologies and methodologies, sharing your knowledge with the team and wider business.

- Review the current business processes and suite of applications to ensure that we are getting the best value and maximise all features available to the business.
- Assist the Solutions Architect with other tasks as requested.

2. ROLE ESSENTIALS

DECISION MAKING AUTHORITY

- Own and take responsibility of the data and applications that have been designed and in use

MOST CHALLENGING/DIFFICULT PART OF THE JOB

- Managing own workload and prioritising jobs accordingly
- Working with customers of varying technical abilities and being able to communicate effectively
- Working to fixed deadlines on larger jobs/projects

PRINCIPLE ACCOUNTABILITIES

- Effectively visualise data in using BI tools (dashboards, reports, etc.) in order to efficiently answer business questions
- Design, develop, and test scripts to import data from source systems and test dashboards to meet business and end user requirements.
- Lead BI application and reporting modernisation.
- Interpret written business requirements and technical specification documents.
- Perform quality coding to business and technical specifications
- Identify on-going improvements to existing business intelligence systems and deliver scalable solutions.
- Provide support to end-users as required both in developed solutions & across existing technical content
- Work closely with the rest of IT team to recommend and agree technological solutions to meet business requirements.
- Uncover and translate business needs into actionable data insights.
- Champion use case development and design and develop AL-powered solutions.
- Stay at the forefront of AI and data science.

KEY SAFETY ACCOUNTABILITY

Safety is everyone's responsibility within Merseyrail. You're responsible for your safety and the safety of others such as colleague's and passengers. As an employee you're expected to understand and apply our safety values and ensure they are visible in all you do

SKILLS, EXPERIENCE, KNOWLEDGE, QUALIFICATIONS AND TRAINING

- Minimum of 5 years working in a related role (critical)
- Experience in working with databases such as SQL & Oracle (desirable)

- Experience in using a BI tools .e.g Power BI, Qlik sense or similar (critical)
- Experience in designing and developing dashboards for desktop and mobile (Critical))
- Experience in developing / architecting BI Solutions for supporting financial, sales, marketing ,procurement and HR (desirable)
- Experience in sourcing data from disparate systems with a good understanding of their Data Models and ETL procedures (desirable)
- Full understanding of the processes of data quality, data cleansing and data transformation (critical)
- Ability to write complicated yet efficient SQL queries and stored procedures (Critical)
- Experience in implementation of Business Intelligence (BI) projects, especially in scorecards, KPIs, reports & dashboards (Critical)
- Enthusiastic about learning large and complex systems (critical)
- Proven delivery of user friendly applications (desirable)
- Detail-oriented with strong organisational, analytical and communication skills (critical)
- Results-driven with the ability to take initiatives, handle multiple tasks and shifting priorities and meet deadlines (critical)
- Excellent problem solving skills, logical process thinking and end-to-end system concepts (critical)
- Solves complex problems with creative solutions (critical)
- Basic project management skills to plan and execute data related projects (Critical)

3. BEHAVIOUR ESSENTIALS

Please refer to "Your 121 Discussion Employee Guide" for further detail on "what good looks like", together with the Customer Experience programme for this Grade level.

Values and Behaviours	How will I be measured?
GENUINE - Relates to different types of people - Asks for and accepts help and advice - Understands the customer	- Ability to communicate at all levels (MD to frontline) - Periodic reviews with line management & other departmental heads - Understanding the requirements and how that translates into solutions
PROFESSIONAL - Has a positive attitude - Delivers what's needed - Communicates clearly	- Works with customers to produce quality outcomes - Requirements captured, solutions implemented as per the plan - Displays the ability to communicate in a way that customer understands first time

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PROACTIVE • Focuses on improvement • Supports others • Takes responsibility	• Analyses trends and addresses issues • Works as part the team to assist colleagues • Logs and owns problems to resolution.
INCLUSIVE • Builds strong working relationships • Working together • Promoting diversity	• Ensures good relationships are built with customers and colleagues • Offers to help team members who are struggling with their workload and a team player • Challenges and reports prejudice and discrimination if observed

Last Updated By:	Thomas Philip	Date	TBC