



Person Specification			
Post title	Data Lead Officer – Changing Futures	Grade	L / £42,839 - £44,075 per annum

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Significant experience working in a senior analytical or data leadership role, including responsibility for delivering insight to inform strategic decision making	CV/SS, I
S2	Demonstrable experience of working across organisational boundaries and building effective partnerships with a wide range of stakeholders (e.g. local authority, NHS, criminal justice, VCSE)	CV/SS, I
S3	Proven ability to develop and implement data sharing arrangements across organisations, including resolving legal, governance and cultural barriers	CV/SS, I
S4	Advanced analytical skills with experience of interpreting complex, multi-source datasets and translating findings into clear, actionable insight for senior audiences	CV/SS, I
S5	Experience of leading the development of performance frameworks, dashboards and evaluation approaches, including outcome and impact measurement	CV/SS, I
S6	Strong knowledge of information governance, data protection legislation (including GDPR), and best practice in handling sensitive and confidential data	CV/SS, I
S7	Experience of influencing senior stakeholders and providing strategic advice in a complex, multi-agency environment where there is no direct authority	CV/SS, I

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S8	Knowledge and understanding of multiple disadvantage and relevant systems (e.g. homelessness, substance misuse, mental health, experience with the criminal justice system, domestic abuse) and the role of data in improving outcomes	CV/SS, I
S9	Experience of designing and/or commissioning research and evaluation, including use of qualitative and mixed method approaches and incorporating lived experience	CV/SS, I
S10	Strong communication skills, with the ability to present complex information clearly in written, visual and verbal formats to a wide range of audiences	CV/SS, I
S11	Ability to lead and embed a culture of data-driven improvement, supporting partners to understand and use data effectively	CV/SS, I
S12	Highly developed organisational skills, with the ability to manage multiple priorities, work autonomously and deliver to tight and often changing deadlines	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	High level of personal resilience and ability to operate effectively in complex, ambiguous and evolving environments	CV/SS, I
P3	Ability to work collaboratively, build trust and maintain credibility with partners at all levels	CV/SS, I
P4	Demonstrates a good awareness of the principles of Changing Futures, including person-centred, trauma-informed and inclusive approaches to design and delivery of services	CV/SS, I
Communication		
C1	Excellent interpersonal and influencing skills, with the ability to engage and negotiate effectively with senior stakeholders across multiple organisations	I
C2	Ability to communicate complex data and technical concepts in a clear, accessible and meaningful way to non-technical audiences	CV/SS, I
Qualifications		
Q1	Degree (or equivalent experience) in a relevant subject (e.g. data science, public health, statistics, social research or similar)	CV/SS, C
Q2	Postgraduate qualification or equivalent experience in a relevant field (desirable)	CV/SS, C

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CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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