

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: ACCW

Job Ref Number: 04097

Service Area: Public Health

Grade: G10

Job Title: Public Health Intelligence System Analyst

PURPOSE OF JOB:

The role will support intelligence and stakeholder-based analysis of existing health and social care services, translating and driving this into the design and modelling for service delivery options within Lincolnshire Integrated Care System (ICS).

The post holder will work closely with clinicians, senior leaders, and analysts across the ICS to extract data from source systems, manipulate and utilise it to model current and options for future service design and pathways. They will be part of a system-wide programme of work, led by the senior leaders within Public Health on behalf of the Integrated Care Partnership (ICP).

The post holder will shape and deliver bespoke analyses and engagement with topic experts and will transform the information gathered into actionable intelligence for planning and predicting the impact of proposed changes to existing and future delivery.

This role is intended to become a core part of the Public Health analytical offer to the effectiveness of the health and care system across a diverse range of topics.

The post holder is required to:

- Support the leaders of ICS programmes of work proposing a range of workable and sustainable future models for delivery of health and social care interventions to the populations of Lincolnshire.
- Champion the use of agile and design thinking methods to drive innovation, continual improvement and solve complex problems.
- Navigate complex and changing cultural and other influences on the work and be adept at negotiating workable, effective, and sustainable solutions.
- Support with the setting up of systems in partnership with others to provide business and system analytical insight to support the objectives ICS programmes of work.
- Lead the adaptation, development and delivery of information systems and information flows to model current and future service demand and impact flows in proposed models of health and social care
- Identify key improvement areas, changes in patterns and trends in demand, and utilisation of existing services and present compelling narratives for adapting service models to address these.
- Develop collaborative working with ICS Business Intelligence and Population Health Management team, Public Health Intelligence team and the business intelligence teams across the ICS.
- Support the development of health and social care intervention metrics, and accessible dashboards to support modelling and evaluation of the impact of change.

MAIN DUTIES:	
1	To support the ICS to define options for models and pathway redesign through the production of robust baseline system need, demand and utilisation models and narratives.
2	To model the flow, process, and impact of existing service delivery mechanisms, identify areas for improvement and model the effects of changes proposed.
3	To develop data and stakeholder analysis and intelligence which informs effective decision making and supports policy decisions, pathway redesign and targeted interventions, integrating with ICS approaches to population health management.
4	To develop compelling efficiency and effectiveness narratives for the changes proposed in driving towards agreed pathway redesigns for health and social care delivery models of for Lincolnshire.
5	Effectively communicate complex intelligence and concepts to a wide range of internal and external stakeholders at all levels of the ICS.
6	Support the translation of complex intelligence and concepts for engagement with politicians, the media, and the public.
7	Develop collaboration and integration of analytical tools and approaches with those of the wider ICS intelligence community.
8	To work dynamically from concept, design, and implementation to ensure leaders understand the impact of changes inherent in proposed models.
9	To proactively identify synergies and risks with other ICS activities on population management and digital development with approaches to health and social care delivery.
10	To support programme and performance teams to develop process and impact measures and ensure data flows are designed to populate these in management information systems.
11	To support the transformational change generated by the programme of work across a range of settings and service areas.
12	To support the work of a complex team across team and organisational boundaries, aligning work activities to the needs of ICS programmes of work.
13	Drive the development and delivery health and social care service outcomes and evidence-based practice through research and use of data.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Qualifications:			
Undergraduate degree in public health or specialist registration with a UK regulator	A	x	
Experience: (Demonstrable experience identified within the section below)			

Demonstrable experience of system transformation and change management	A I P	x	
Demonstrable experience of development and analysis of population and business intelligence models to inform health and care model decision-making.	A I P	x	
Substantial experience of work in a public sector information environment, including local government	A I	x	
Substantial experience in producing adaptable models for complex systems which are relevant service design	A I	x	
Experience of health economic approaches to service modelling and decision making.	A I		x
Experience of developing databases, manipulating, and interpreting large datasets, and performing complex statistical analysis.	A I		x
Demonstrable high-level experience in coding.	A I		x
Demonstrable experience of developing compelling narratives for change for a range of audience types	A I P	x	
Experience of incorporating policy, guidance and cultural influence into service design	A I P	x	
Experience of effectively influencing at a system level.	A I P		x
Experience of line management within and across organisational boundaries.	A I	x	
Knowledge & Skills:			
Requires detailed knowledge and understanding of NHS and local government information.	A I	x	
Understanding of the drivers, context, and requirements of Population Health Management data.	A I P	x	
Knowledge of providing context to complex data and presenting information in user-friendly context to a range of audiences.	A I	x	
Knowledge and understanding of data quality issues and information governance and the development of new information sharing processes.	A I P	x	
Sound understanding of current health and care business processes and practice	A I P	x	
IMT literate across a range of standard apps and corporate system e.g. SQL, Azure, MS365.	A	x	
Experience of segmentation and/or clustering skills, to better understand populations being modelled.	A I P	x	
A working knowledge of health economics assessment at a whole system of care level,	A I P	x	
*A = Application form T = Test/Assessment I = Interview P = Presentation			

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work for the [Lincolnshire County Council Core Values and Behaviours](#) and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

- **Safeguarding** -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition, employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during their work.

