



## Strategy Unit Overview & Job Description

<b>Job Title</b>	Analytics Manager (Simulation)
<b>Salary</b>	£62,215 - £85,601 ( <i>Band 8b-8c</i> ) The band offered will be dependent on the experience and skills of the successful applicant
<b>Team</b>	Analytics and Modelling
<b>Accountable to</b>	Jake Parsons, Head of Analytics and Modelling

### Who we are and what we offer

The Strategy Unit is a specialist NHS team, based in Midlands and Lancashire Commissioning Support Unit. We work with NHS and social care organisations, universities, charities, and government organisations to deliver clear thinking and applied analysis that improves decision-making, implementation, and results. Our basic proposition is simple: better evidence, better decisions, better outcomes.

We host the Midlands Analyst Network and the [NHS-R Community](#), as well as conferences such as the [Health Care and Analytics Conference](#).

For more information about our work including recent and current projects, please visit our website: <https://www.strategyunitwm.nhs.uk>.

We are hosted by [NHS Midlands and Lancashire](#) (ML). ML is part of the NHS family, both 'of' and 'for' the NHS, and are pivotal in supporting major improvements in health and wellbeing for organisations across our partner Integrated Care Systems (ICSs) and their populations. They are integral to the healthcare systems and work in partnership with, and their philosophy is to face every new challenge and opportunity together with our partners.

Their mission is to *"be a great place to work, to be great people to work with, striving to be better tomorrow than we are today."*

### Strategy Unit Values

We are NHS employees, animated by NHS values. We believe in:

#### 1. **Adding public value**

We are committed to making a difference in health and social care. We only seek work that we believe can add value, either directly or indirectly, and improve care for the people we serve.

#### 2. **Acting with objectivity and integrity**

We use our skills to provide impartial and independent analysis, advice, and support.

### 3. ***Working as a system partner***

We work in partnership with our clients, understanding the pressures they face, respecting their judgement and working collaboratively with them to improve outcomes.

## **ML Values**

We live and work in line with our organisational values. They underpin who we are and how we build relationships both within our organisation, and with our clients, partners and the patients we serve.

We strive to achieve excellence in everything that we do, where everyone matters: our patients, our clients and you.

Our success is based upon the quality and skills of our staff. We put in a lot of effort to ensure they are happy, fulfilled, supported, and valued for their contributions to the overall aims and we are also focused on reducing our carbon footprint and delivering our services sustainably.

## **How we work**

Our team is increasingly diverse and geographically widespread. We value diversity across the team, and recognise that different people bring different perspectives, lived experience, ideas, and culture to The Strategy Unit. We also know that everyone has a life and commitments outside work, and many of the team benefit from our use of flexible working arrangements.

We are based in central Birmingham but work on projects from across the UK and have a hybrid model of working for team members. This means that, although we sometimes need to come together face-to-face for Strategy Unit and/or client events (either in the office or at other locations nationally), there is otherwise no minimum requirement for working from the office. The office is a resource for collaboration and mutual support; it is not a duty.

As a member of the Strategy Unit, we will welcome and enable your involvement in all aspects of our life including the ongoing development of our services, our ways of working, our strategy, and our reputation. You will be encouraged and supported to identify and pursue opportunities to continually develop your skills and build your career, both through training and hands-on experience. We are passionate about continually learning and improving what we do and are committed to creating space where colleagues feel psychologically safe to do this.

The Strategy Unit operates a project-based model of working: we don't have any central NHS funding but earn our income, like any consultancy, from work that clients (many of them effectively long-term partners) commission from us. This means that we must be responsive to client needs, to ensure that the agreed cost of a project broadly aligns with the work we will do and that the right

people are available to do it in the agreed timescale, and to deliver work of which we are proud, not least because of how our work for clients will benefit the populations they serve.

## A day in the life of an Analytics Manager

As an **Analytics Manager (Simulation)** you will work closely with those that commission or sponsor our work and will be responsible for developing detailed analytical proposals that respond to a clients' needs. You will primarily lead and deliver stand-alone simulation-based projects (e.g. discrete event, system dynamics, agent based models). There will also be opportunities to lead and deliver other analytical projects including analytical components of complex mixed methods work programmes.

You will be responsible for identifying, and developing opportunities for new business to build the simulation function within the Strategy Unit and ensuring that you and your team have a sufficient pipeline of projects to keep you engaged throughout the year. You will support the development of the use of simulation methods within the wider NHS, through the leading and delivery of an established community of practice, conference presentations and training workshops.

We are committed to open-source reproducible analytical pipelines to ensure the methods are shared widely across the NHS, including sharing code and transferring skills to national and local teams.

You will be a valued member of the Strategy Unit team, supporting the development of our services, systems, strategy, and reputation for excellence. Although based with the Analytics and Modelling Team, there will be opportunities to work with other teams depending on your interests.

Analytics and modelling sit within our wider organisational structure that also includes:

- Business Management
- Data science
- Evaluation
- Research and policy
- Strategy and change

ML recognise that you deserve to develop your unique skill set. We encourage our staff to adopt a culture of learning to continually evolve and develop the organisation. You will be provided with all the opportunities you require to develop your skills and build your career, both through formal training and hands-on experience.

We value diversity across the team, and recognise that different people bring different perspectives, lived experience, ideas, and culture to The Strategy Unit. We also know that everyone has a life outside work, and we are open to discussing flexible working arrangements.

## Key relationships

### Internal

Your role will report to Jake Parsons, Head of Analytics and Modelling. You will also work closely with other Analytics Managers, Senior Healthcare Analysts, Healthcare Analysts and the wider Strategy Unit team.

### External

As well as building relationships internally, you will be required to develop relationships with clients from NHS and social care organisations, universities, charities, and government to develop and deliver projects, and expand our Simulation Modelling offer.

## Key responsibilities

### Project management

- Provide leadership to quantitative and mixed methods projects and programmes, including acting as Project Director
- Proactively generate or identify opportunities for commissions through existing or developing networks
- Be calm under pressure and able to juggle competing priorities and tight deadlines
- Be able to think clearly and analytically in complex, dynamic and ambiguous situations
- Manage risks and interdependencies in order to deliver your own work programme and anticipate and communicate the impact on others' work areas.
- Quality assure quantitative analytical projects to ensure the analysis and reporting is done to the highest standards

### Analysis

- Work closely with our customers to identify and structure the problems they need to address using your analytical experience and knowledge of the health sector, its organisational structures and operational processes and the context within which our customers operate
- Translate requirements into detailed briefs or proposals for analytical projects including devising or identifying appropriate analytical or simulation methods to meet the clients' needs
- Locate relevant data and information sources, including negotiating access (including IG responsibilities) where required

- Using quantitative analytical and simulation methods you will manage complex projects. This will include the selection and application of appropriate analytical or simulation techniques, tools and methods. The work will require the use of large and complex datasets.
- Design and produce high quality analytical outputs applying a range of data presentation and visualisation techniques
- Interpret and explain the results of analyses to senior managers within our clients' organisations. This will include writing reports as well as presenting the results, confidently conveying key findings, critical uncertainties, business risks and opportunities and recommendations

### Leadership

- Provide leadership within the Analytics and Modelling team, supporting colleagues to develop and implement simulation methods
- Provision of line management and/or contributing to the development of colleagues
- Build and maintain good working relationships with a broad range of internal and external stakeholders on a range of strategic and business sensitive issues in a highly political environment
- Keep up to date with new developments in analysis and data science and develop your ideas about the how to support the health services through innovative analyses, sharing these with colleagues
- High quality interpersonal skills, alongside an analytical mindset.

### Policies and Procedures

You will be an employee of MLCSU and as such will be required to uphold and abide by all policies on, for example, Information Governance, Data Protection and Confidentiality, Equality and Diversity, Safeguarding Children and Adults, and Health & Safety (this is not an exhaustive list).



## Person specification

Factors	Description	Essential	Assessment*
<b>Education / Qualifications</b>	Postgraduate degree or equivalent level of experience in a similar environment	✓	A-C
<b>Experience</b>	Experience of designing, leading and delivering complex simulation modelling projects or work programmes in a healthcare setting.	✓	A-I
	Experience of designing and leading complex analytical projects or work programmes in a healthcare setting.	✓	A-I
	Experience of being the key point of contact for a range of stakeholders to deliver simulation focussed analytical projects.	✓	A-I
	Experience of proposal writing, leading responses to ITTs and winning work in a competitive environment	✓	A-I
	Experience of producing and presenting high quality outputs of analyses to support decision-making	✓	A-I-T
<b>Skills, Knowledge and Competencies</b>	Extensive theoretical and practical expertise in at least one simulation modelling approach for example discrete event, system dynamics, agent based modelling etc, and associated software, for example using Simul8, Stella, R and Python.	✓	A-I-T
	Demonstrable expertise in statistics and statistical software, for example using R	✓	A-I-T
	Understands the principles and practicalities of open-source reproducible analytical pipelines	✓	A-I



	Strong written and oral communication skills, with attention to detail when reviewing the work of others	✓	A-I
	Able to lead in the application of simulation techniques in a healthcare settings.	✓	A-I-T
	Able to lead in the application of techniques from other specialist analytical disciplines such as: <ul style="list-style-type: none"> <li>• quantitative evaluation methods</li> <li>• epidemiology</li> <li>• econometrics</li> <li>• statistical modelling e.g. regression models</li> <li>• statistical process control</li> <li>• machine learning e.g. cluster analysis</li> </ul>	✓	A-I-T
	Able to present complex information to a range of audiences, either virtually and/or in-person	✓	A-I
<b>Personal qualities</b>	Ability to identify development opportunities for yourself and those around you, adopting innovations and practices learned from the wider analytics community.	✓	A-I
	Ability to proactively listen to the needs of technical and business stakeholders and explain them to each other and can facilitate difficult discussions within your team and diverse senior stakeholders	✓	A-I
<p>*Assessment will take place with reference to the following information: A=Application form; IV=Interview; T=Test; C=Certificate</p>			