

## DATA ANALYST

### The Opportunity

Our projects are chosen for their potential to change people's lives. A colleague recently said *"I joined for the combination of mad ambition and serious strategy."* Recent examples of projects our data analysts worked on include:

**Exclusions Data Analysis** – we recently analysed local authority social care and education data (bringing together 700 datasets) and did user research with decision makers to find new ways to help reduce exclusions. We showed that girls were actually being 'excluded' at a higher rate than boys and that their exclusions were hidden by official definitions. We're now working on ways to help all local authorities replicate that analysis and have started to develop a new intervention to address the needs of the high-risk students which the analysis identified.

**Edge of Care Commissioning Tool:** Our team developed an analytical model to support children's social care commissioners identify children at risk of entering care and what support to provide. The model identified children most at risk of entering care as well as eligibility for specialist services. The tool helped 15+ local authorities build the case for investing in preventative services which kept 350 children with their parents instead of being removed into local authority care.

**Greater Manchester Data Platform** – our team are helping Greater Manchester to work out: what use cases exist for a common data platform across a range of public services; what technical, ethical, political, and change management barriers would need to be overcome to realise those; what a roadmap to creating it might entail. Currently in discovery, and we hope to work on the build as well.

The work is extremely broad – ranging across predictive risk modelling; classic business intelligence; developing data standards; data engineering; advice on the ethics of data collaborations; and training partners' data scientists.

This breadth is intentional. Rather than trying to develop our own leadership in a single area, we are trying to achieve social change and we take on this wide variety of challenges because these challenges are what lie between us and our goals. You will need to be someone who is excited by that breadth – and by the frequent need for teams to blend technical with policy and service delivery expertise to identify the right solution.

Our partners' data, technology, and in-house capability often constrain what we can do. So, you'll need to be more energised by that potential for social impact than by getting to use cutting edge data science approaches. You'll need to think of creative ways to work around those constraints and consider that a part of the fun.

### About You

We expect that your skills and experience will make you comfortable in:

- **Quantitative analysis, using at least one of Python, R or SQL** – working with messy datasets to help solve strategic and operational problems for the public sector, charities, and impact-focused businesses.
- **Communicating insights to non-data people** – whether through a conversation, a report, or data visualisation you'll need to be able to help busy decision makers to act on what you're finding
- **Working as a Consultant** – with the ensuing requirement for excellent time management, balancing multi-projects at the same time, and teamwork. Also being comfortable with ambiguity as the team develops over time a better understanding of the problem, and what might solve it.



You'll also need to be interested in bringing ethics into your work – thinking about how design decisions exacerbate or counter problems such as structural racism and algorithmic bias, or the tendency towards state surveillance of disadvantaged populations.

Experience of data engineering challenges would be a bonus, as would experience of public policy, working in the not-for-profit sector, experience of strategy development, or experience of a consulting environment.

Your peers will be likely to have 1-3 years' experience.

## Our Commitment to You

Personal development is at the heart of the Social Finance offer. Every employee has a range of support in place, a buddy to help settle within the Company, a Line Manager to support you in your career progression and the opportunity for a Mentor to guide your career. We'll support your development with training, so you can add to your skills or relevant professional qualifications.

As well as a competitive salary within the band of £25,000 - £35,000 (dependant on experience and sector), Social Finance offers a contributory stakeholder pension scheme, plus an uplift in salary allowance to spend on other benefits. We also offer season ticket loans, bike to work schemes and Give as you Earn via salary sacrifice.

Encouraging community and wellbeing is important to us. Whilst recognising that time in the office is valuable to building relationships and fostering community, Social Finance are also open to a range of flexible working options to support our people. We have also recently developed a health & wellbeing plan to encourage better working practices for individuals.

## About Social Finance

Social Finance (SF) is an ambitious not for profit organisation which seeks to drive social change. We work in partnership with government, funders and the social sector to tackle entrenched social problems in the UK and internationally. We seek transformation that is both sustainable and scalable and can harness investment where needed.

Founded in 2007, we developed techniques and tools to rethink ways to tackle social problems. Our compelling approach led to the first ever Social Impact Bond in Peterborough. Over the past 13 years, our innovations, including Social Impact Bonds, have helped to mobilise over £500m for social change, in over 24 countries around the world.

We have grown from 2 people to over 100 professionals from diverse backgrounds in the public, private and charity sectors, who all share a passion for making a difference. We are based in Vauxhall, London with sister organisations in the US, Israel, India and the Netherlands, as part of the Social Finance Global Network. We are regulated by the Financial Conduct Authority.

## Our Data and Digital Team

In 2015 we started building a team focussed on bringing the power of data science and digital service design to the subset of public and social sector problems which have huge social impact, but which are not attractive to commercial players.

Since then we've worked with over 40 councils on data and digital projects, as well as NHS Trusts and a range of charities, government departments, and businesses who are looking to have a greater social impact. Our



unusual history means that our teams blend an understanding of policy and service delivery with hard technical skills. Our not-for-profit status and strong links with major foundations mean that we can often attract grant funding for exploratory work, for high impact but high-risk projects, and for sector-wide initiatives such as establishment of data standards or pattern libraries.

Our data and digital projects are trying to solve a range of big questions including:

What is the appropriate role for data in decision making about people who are homeless, children at risk of abuse and neglect, or prison leavers?

How can we design apps which empower and support vulnerable people themselves – avoiding the risk of simply giving more power to the professionals who work with them?

Unlike think tanks however, we're actively designing, building and implementing the services which change what is possible and so our engagement in the debate is as practitioners making novel decisions – not as commentators.

## Diversity and Inclusion

We need a diverse organisation to be effective. Our work requires us to bring together people with a broad range of skills and life experiences to ensure our impact across a range of social issues and systems. We are committed to having an inclusive culture and working environment in which everyone feels at home and is supported to achieve their potential. We know there is further to go and are implementing a Diversity and Inclusion strategy with a group of external experts to hold us to account.

We actively encourage applications from under-represented and minoritised groups, including those with lived experience of the social issues we are working to address. We are an equal opportunities employer.

## How to Apply

Use the Social Finance application portal (link below).

This portal uses [Applied](#) to counteract unconscious bias in our hiring – helping us to do a better job of spotting talent where it doesn't come with the trappings of privilege. We will shortlist candidates based on their answers to situational questions which aim to give us a sense of how you would approach the type of challenges we expect the successful candidate to take on. Most people find that answering those questions takes them about two hours.

Should you require any reasonable adjustments to allow you to attend an interview, please highlight this when you are invited.

**Closing date for applications is 11.59pm on Sunday 10 January 2021.**

**<https://app.beapplied.com/apply/mpssqu9qjn>**