

Analytics Engineer

Description

We help our clients to design and deliver digital, technology and organisational transformation to solve real problems for real people. We research, design and build things: better services and products, better ways of working, better user experiences and better organisations and culture. Our core areas of expertise are analysis, research, analytics, data; user-centred design (service design, content design, interaction design and user research); product management and delivery; business change and people development.

We primarily work in the public sector, supporting initiatives that improve society and the lives of citizens; with not-for-profit organisations, charities and social enterprises; and with some private-sector companies. The key sectors we're working in at the moment include education, apprenticeships & skills development, social care, rehabilitation, housing and criminal justice, but we're always growing, developing and finding out about new things.

This is a fantastic opportunity to be a part of the analytics discipline at Farsight as we build data products and surface real-time insights that transform decision making across a range of exciting government projects.

The role:

We are looking for an analytics professional who values:

- Measuring what matters, not just what is measurable;
- Solving the right problem;
- Simple and explainable solutions;
- Learning a diverse range of technical skills;
- Developing insights and stories in partnership with stakeholders;
- Empowering our clients through training and improved data literacy;
- Collaboration with each other and our clients, constructive feedback and questions;
- Repeatable, reliable, automated and sufficiently documented processes, not just getting repetitive work done.

At Farsight, we support and encourage multidisciplinary, 'T-shaped' skillsets in our people and provide coaching and upskilling through our dedicated coaching model and skills academy. You would be a part of and help shape our analytics community of practice, learning from others and bringing your own skills and experience to the table .

Requirements

- Build data transformation pipelines for clients using Dataform or dbt, creating data warehouse tables that accelerate time to analysis.
- Enable clients to use these data pipelines for data analysis and visualisation. You would join a multi-disciplinary client team along with their own employees, other Farsight people and other consultants/contractors. You might support them to:
 - Build dashboards in a tool like Looker Studio, Power BI or Amazon QuickSight

Hiring organization

Candidate-1st

Employment Type

Full-time

Beginning of employment

asap

Job Location

London, England, United Kingdom

Working Hours

40

Base Salary

euro GBP 104K - 151K *

Date posted

June 1, 2024

- Use SQL or Python to analyse data
- Develop meaningful insights that transform their decision making – for example about government policy, digital product strategy or user experience
- Define, analyse and visualise a government digital service's KPIs and goals (known as 'performance analysis' in the UK public sector)
- Influence and inspire clients to take informed strategic decisions about their approach to analytics – advising on tools, how to make data available, outcomes, governance, people, skills etc. You won't do everything yourself and will need to work with others who can complement the gaps in your own knowledge and experience
- Be an active member of the Farsight analytics community of practice – taking part in training and development activities and sharing your own skills and experience
- Depending on your skills and preferences, you might take on additional coaching and training responsibilities such as becoming a performance coach, providing informal on the job support or delivering more formal training activities
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Requirements

We'll assess the following skills during the application process:

- **Analytics engineering** – you are an experienced user of either Dataform or dbt to build and orchestrate data transformation pipelines. You have experience using more advanced features such as incremental table definitions and Jinja (in dbt) or inline JavaScript (in Dataform). You have also used more advanced SQL (for example, complex joins between combinations of tables and CTEs, analytic functions, regular expressions, scripting and/or arrays/nested data) in your table definitions.
- **Data visualisation.** You are an experienced user of a data visualisation tool (e.g. Looker Studio, Looker, Power BI, Tableau, Amazon QuickSight) to visualise data and can describe the data stories this has enabled you to tell.
- **Enabling data driven decision-making.** You have a proven track record of breaking down the barriers that prevent a team from doing this effectively. Sometimes you have done this through application of your own technical skills. Sometimes you have delivered this through empowering and influencing others to bring skills and experience that complement your own.
- **Building and managing relationships.** You can build and maintain strong relationships, demonstrating strong emotional intelligence and recognising the different needs of the diverse range of team members and clients. You have experience mediating and mending relationships and managing expectations of clients and stakeholders.
- **Communication.** You have strong listening, verbal and written communication skills, which you can leverage to build relationships and facilitate effectively, asking the right questions to ensure conversations remain focused. You have experience communicating sensitive messages, telling nuanced data stories and navigating difficult conversations, steering these towards positive outcomes.
- **Adaptability.** You can adjust your approach, including technical decisions, leadership approach and role to suit different client contexts and team needs.

Benefits

What we can offer your career:

Developing our people is at the heart of everything that we do.

Our environment is friendly, supportive and collaborative. We offer a learning and development programme that is tailored to you. New ideas are encouraged and there's plenty of opportunities to innovate and make an impact. We can promise that the work will be varied and interesting and will give you lots of opportunities to develop and grow.

We have 2 promotion windows open each year so you can progress through the company.

You'll be encouraged to get involved in coaching and mentoring and contribute to the development of Farsight.

More about our company benefits

- 29 days holiday and Bank Holidays off
- Flexible working. You might spend 3 days a week working from home, with one in the Farsight London office at the Oval and one day a week with clients. This is flexible and we will consider remote working candidates.
- Flexible working around our core hours of 10am to 4pm.
- Pension, we pay 5% into your pension and you pay 3%.
- Death in service benefit of four times your [salary](#).
- A Christmas and birthday gift.
- A discount on gym membership and access to the BUPA Employee Assistance Programme.
- Enhanced sick pay, maternity, paternity, and adoption pay.
- Regular socials, a Workspace office in central London and an open and supportive culture.

In April 2024, Farsight was acquired by Version 1. Version 1 already partners with Farsight on several large-scale government projects, and this move will provide a compelling and powerful value proposition to all customers and prospects in this space.

This is a UK based role which requires eligibility to work in the UK. We offer a Hybrid working model – happy to discuss flexibility/remote arrangements (UK). A willingness to travel at times to our client/our offices when needed is important.

Farsight Consulting is committed to providing equal opportunities and creating a diverse & inclusive place of work where everyone feels welcome. We welcome applications from all suitably qualified candidates, regardless of their race, gender, disability, religion/belief, sexual orientation or age.

How the process will look like

Your teammates will gather all requirements within our organization. Then, once priority has been discussed, you will decide as a team on the best solutions and architecture to meet these needs. In continuous increments and continuous communication between the team and stakeholders, you're part of making data play an even more important (and understood) part withing Brand New Day.

Job Benefits

GBP 104K – 151K *