

Role Profile

Job Title:	Public Health Intelligence Analyst
Location:	Colindale (Hybrid)
Department:	Insight & Intelligence Hub
Directorate:	Strategy & Innovation / Communities, Adults & Health
Grade:	Grade I (£44,184 - £48,519)
Type of Working:	Hybrid Working
Reports to:	Senior Public Health Intelligence Analyst

1. Job Purpose:

The Public Health Intelligence Analyst will turn data, research and local insight into robust, accessible intelligence that improves population health and reduces health inequalities. Working across the council, the NHS and wider system partners, the post holder will analyse and interpret complex quantitative and qualitative information to inform strategy, commissioning, policy, service improvement and public health action.

The role will apply epidemiological, statistical, research and geospatial methods to understand population need, outcomes, service use and the wider determinants of health. It will contribute to the Joint Strategic Needs Assessment and other needs assessments, health equity audits, health impact assessments, programme evaluations, performance reporting and public health intelligence products. This includes sourcing, managing, quality assuring and analysing data; identifying trends, variation and gaps in evidence; and presenting balanced findings and actionable recommendations.

The post holder will work collaboratively with public health specialists, analysts, commissioners, services and partners to define analytical questions, select appropriate methods and ensure that intelligence is relevant, timely and capable of supporting decisions. They will explain uncertainty, limitations and potentially conflicting evidence clearly to specialist and non-specialist audiences, helping colleagues use intelligence confidently and appropriately.

The role will promote high standards of analytical quality, reproducibility, information governance and confidentiality, using appropriate analytical, visualisation, database and mapping tools. It will also support improvement in data quality, analytical processes and public health intelligence capability across the organisation, with a particular focus on health equity and prevention.

2. Key accountabilities:

The post holder will:

- Plan and deliver high-quality public health intelligence analyses that address agreed questions and inform strategy, commissioning, service improvement, prevention and action to reduce health inequalities.
- Source, link, clean, manage and analyse quantitative and qualitative data from council, NHS, national and other sources, applying appropriate epidemiological, statistical, research and geospatial methods.
- Produce and maintain robust indicators, profiles, dashboards, maps, reports and briefings that describe population need, health outcomes, service use, trends, variation and the wider determinants of health.
- Contribute analytical content to the Joint Strategic Needs Assessment, the Director of Public Health Annual Report and other needs assessments, health equity audits, health impact assessments, statutory returns and strategic publications.
- Undertake literature reviews, evidence synthesis and critical appraisal, bringing together research, data and local insight to identify evidence gaps, draw balanced conclusions and develop practical recommendations.
- Design and undertake surveys, audits, evaluations and other research activity using proportionate and methodologically sound approaches, and assess the effectiveness, equity and value of programmes and services.
- Monitor relevant local, regional and national data releases, policies and emerging evidence, assessing their implications and providing timely intelligence on public health priorities and emerging issues.
- Work with public health specialists, commissioners, operational services and partners to define analytical questions, clarify requirements, agree appropriate methods and ensure outputs are useful, realistic and delivered to agreed timescales.
- Work collaboratively with colleagues across the Insight & Intelligence Hub and other council service areas to embed population health, health inequalities and the wider determinants of health in corporate and service strategies, needs assessments and wider insight products.
- Provide clear, impartial and proportionate analytical advice to officers, senior leaders, elected members and partners, explaining findings, uncertainty, limitations and potentially sensitive or contentious issues in accessible language.
- Present and visualise intelligence effectively for specialist and non-specialist audiences, enabling users to interpret evidence correctly and translate it into decisions and action.
- Apply quality assurance, peer review, documentation and reproducible analytical practices, checking the accuracy, completeness, consistency and fitness for purpose of data, methods and outputs.
- Identify and address data quality issues with data owners and providers, and contribute to the development of efficient, automated and sustainable data processes and analytical products.
- Handle personal, sensitive and confidential information lawfully and securely, complying with UK GDPR, the Data Protection Act, Caldicott principles, information-sharing requirements and council information security policies.
- Manage a varied workload of planned projects and responsive requests, maintaining clear records, communicating risks and dependencies, and escalating issues where necessary.
- Contribute to analytical communities of practice, share methods and learning, support the development of colleagues and trainees where appropriate, and maintain continuing professional development in public health intelligence.

3. Financial Responsibilities:

No specific budget responsibilities.

4. Health and Safety Responsibilities:

As an employee of the London Borough of Barnet, you are required to:

- Abide by Barnet's health and safety policy and associated arrangements
- Complete mandatory health and safety training
- Follow safe systems of work and use devices/guards provided for safety.
- Wear/use personal protection equipment where issued and instructed to do so, including lone working devices.
- Report any Accident/Incidents/Hazards.
- Take care of your own and other's safety, health and wellbeing

5. Promotion of Corporate Values

To ensure that customer care is maintained to the agreed standards according to the council's values. To ensure that a high level of confidentiality is maintained in all aspects of work. Our values:

Caring / Learning to Improve / Inclusive / Collaboration

6. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

7. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

Job Title:	Public Health Intelligence Analyst
Location:	Colindale (Hybrid)
Department:	Insight & Intelligence Hub
Directorate:	Strategy & Innovation / Communities, Adults & Health
Grade:	Grade I (£42,771 - £46,968)
Type of Working:	Hybrid Working
Reports to:	Senior Public Health Intelligence Analyst

Criteria	Essential/Desirable	Assessed by
Professional qualifications and development		
Must be educated to degree (or equivalent) level or relevant experience in public health intelligence, epidemiology, statistics, research or health and care analysis data analysis	Essential	Application and interview
Public health knowledge and experience		
Experience of producing analysis, research or intelligence that has informed policy, strategy, commissioning, service improvement or operational decisions, preferably in public health, health and care, local government or another complex public-service environment.	Essential	Application and interview
Knowledge of population health, health inequalities, prevention and the wider determinants of health, and the ability to apply these concepts to analytical work.	Essential	Application and interview
Understanding of epidemiological concepts and methods, including rates, ratios, standardisation, confidence intervals, statistical significance, trends, variation, association, bias and confounding, and knowledge of the provenance, strengths and limitations of relevant public health and population datasets.	Essential	Application and interview
Knowledge or experience of research, critical appraisal, evidence synthesis, survey design, audit or evaluation, and of contributing to strategic intelligence products such as the Joint Strategic Needs Assessment, health needs assessments, health equity audits, health impact assessments or the Director of Public Health Annual Report.	Desirable	Application and interview
Analytical and technical skills		
Strong numeracy, analytical reasoning and critical-thinking skills, with the ability to select proportionate methods, test assumptions, recognise patterns and outliers, analyse	Essential	Application and interview

quantitative and qualitative information, interpret findings and draw balanced, actionable conclusions.		
Experience of obtaining, cleaning, transforming, linking, validating and analysing data from multiple sources, while understanding data provenance and limitations and identifying and communicating data-quality issues.	Essential	Application and interview
Ability to produce valid, verifiable and reproducible analysis through appropriate documentation, quality assurance and peer review.	Essential	Application and interview
Experience of using Excel and at least one analytical, statistical, database or programming tool, such as R, Python, SQL, STATA or an equivalent application.	Essential	Application and interview
Experience of producing clear, accessible reports, dashboards and visualisations using tools such as Power BI, Tableau or equivalent, and selecting appropriate methods to communicate trends, variation, comparisons and uncertainty accurately.	Desirable	Application and interview
Experience of one or more of the following: geographical or spatial analysis; automated and reusable analytical processes; or advanced statistical, predictive or population health management methods, including an understanding of their appropriate application and limitations.	Desirable	Application and interview
Information governance, ethics and professional standards		
Knowledge of UK GDPR, the Data Protection Act, confidentiality, information security and ethical requirements for personal, sensitive and health information, with the ability to apply analytical integrity, impartiality and professional judgement and recognise uncertainty, bias, misuse and unintended consequences.	Essential	Application and interview
Understanding of accessibility, transparency and reproducibility in analytical products and communication.	Essential	Application and interview
Knowledge of Caldicott principles and information-sharing requirements in health and care.	Desirable	Application and interview
Communication and decision support		
Ability to translate policy, service and population-health questions into clear analytical requirements and select appropriate sources, methods and outputs.	Essential	Application and interview
Ability to communicate complex analytical, statistical, epidemiological and research findings clearly to specialist and non-specialist audiences through accessible reports, briefings, presentations and data stories, explaining assumptions, uncertainty and limitations without overstating the evidence.	Essential	Application and interview
Ability to provide impartial analytical advice, appropriately challenge assumptions and help stakeholders interpret evidence and translate it into decisions and action.	Essential	Application and interview
Collaboration and partnership working		
Ability to build constructive relationships and work collaboratively across organisational and professional boundaries to define questions, understand stakeholder	Essential	Application and interview

needs, agree realistic analytical products and deliver shared outcomes.		
Ability to work with colleagues to embed population health, health inequalities and the wider determinants of health in corporate and service strategies and insight products.	Essential	Application and interview
Ability to share methods, learning and knowledge and contribute constructively to analytical communities of practice.	Essential	Application and interview
Experience of partnership working with NHS organisations, voluntary and community organisations, academic partners or other external bodies.	Desirable	Application and interview
Delivery and improvement		
Ability to plan and manage a varied workload, work independently, use initiative and professional judgement, prioritise effectively, maintain appropriate records, meet deadlines and escalate risks or dependencies when necessary.	Essential	Application and interview
Ability to investigate problems, develop practical evidence-based solutions and support continuous improvement by seeking feedback, learning from quality assurance and applying new methods or technologies where they add value.	Essential	Application and interview
Experience of supporting colleagues, trainees or less experienced analysts through knowledge sharing, peer review, coaching or informal supervision.	Desirable	Application and interview
Values & Behaviours		
Caring		
Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say "thank you" and "well done" where appropriate, and take time to 'check in' to see if the people I work with are ok	Essential	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile- I am fully empowered to act within the scope of my role	Essential	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Essential	Interview

Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Desirable	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Essential	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview
Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Essential	Interview