

Job description

Job title	Director of Data Analytics & BI		
Job number	TBC	Grade	TBC
Directorate	Change & IT	Department	Data Analytics & BI
Reports to	Chief Information Officer	Date effective	June 2026

Purpose

To provide strategic leadership, direction, and governance for A2Dominion's Data Analytics & BI function, ensuring that trusted, governed, and high-quality data underpins organisational strategy, regulatory compliance, operational performance, and decision-making.

The role is fully accountable for defining and delivering the Data Strategy and operating model, overseeing all data capabilities including governance, engineering, analytics, and business intelligence. The postholder provides executive-level assurance on data quality, regulatory reporting, insight, and data risk, ensuring that data is managed as a core organisational asset and enables improved customer outcomes and organisational sustainability.

Key responsibilities/ deliverables

1. Define and lead A2Dominion's Data Strategy, ensuring alignment to organisational priorities, regulatory requirements, and DDaT objectives.
2. Establish a clear, scalable data operating model (aligned to the federated / hub-and-spoke model where applicable).
3. Provide executive accountability for data governance, standards, ownership, stewardship, and regulatory compliance.
4. Ensure the organisation operates with clear data definitions, lineage, and controls, enabling a single version of the truth across all reporting and analytics.
5. Ensure data is trusted by design, with governance embedded into operational processes.
6. Oversee the design, delivery, and operation of scalable, secure, and resilient data platforms, pipelines, and architecture.

7. Ensure data is built once and reused across the organisation in line with COPE principles (Create Once, Publish Everywhere).
8. Enable a shift from reactive reporting to forward-looking, predictive, and prescriptive analytics.
9. Drive adoption of advanced analytics, AI, and data science capabilities aligned to organisational priorities.
10. Ensure enterprise reporting and dashboards are standardised, governed, and built on certified data products.
11. Provide executive assurance that reporting used by Board, EMT, and regulators is accurate, consistent, and auditable.
12. Own the organisation's data risk position, ensuring risks are identified, mitigated, and clearly reported.
13. Ensure all regulatory reporting and compliance requirements are supported by robust, auditable data.
14. Provide assurance to EMT, ARAC, and Board on data quality, governance, and control effectiveness.
15. Build a high-performing, multidisciplinary team across governance, engineering, analytics, and BI.
16. Develop organisational data capability, literacy, and culture to support evidence-based decision-making.
17. Build strong relationships across operational directorates to ensure adoption of data standards and insight-led decision-making.
18. Own the Data & Analytics budget, ensuring delivery of value for money and measurable benefits.

Line management

Direct Reports

4 direct reports:

- Head of Data Management & Governance
- Head of Data Engineering
- Head of Data Analytics
- Head of Business Intelligence

Indirect reports:

- Data engineering, analytics, BI, governance, and data product teams
- Specialist data roles and delivery teams

Key internal contacts

- Chief Information Officer
- Executive Management Team (EMT)
- Board and Audit & Risk Assurance Committee (ARAC)
- Heads of IT Services, Transformation & Innovation, and operational directorates
- Finance, Risk, Internal Audit, and Compliance teams

Key external contacts

- Technology suppliers and data platform providers
- Data and analytics partners and consultancies
- Regulators and external auditors
- Sector bodies and benchmarking organisations

Operating environment/dimensions

- Overall accountability for Data Strategy and enterprise data capability
- Ownership of organisation-wide data governance, platforms, and insight
- Leadership of a multi-disciplinary data function spanning governance, engineering, analytics, and BI
- Direct impact on regulatory compliance, organisational risk, performance reporting, and decision-making
- Operates as a senior leadership role with Board-level visibility and accountability

Qualifications and training	Essential	Desirable
Degree or equivalent experience in data, technology, analytics, or related discipline	Y	
Executive leadership or management qualification		Y
Professional certifications in data management, governance, or analytics	Y	
Knowledge and skills		
Extensive experience leading enterprise data functions across governance, engineering, analytics, and BI	Y	
Proven experience defining and delivering Data Strategy and operating models	Y	
Strong understanding of modern data platforms, architectures, and cloud technologies	Y	

Deep knowledge of data governance, regulatory compliance, and assurance frameworks	Y	
Experience delivering data-driven transformation and organisational change	Y	
Strong stakeholder management and influencing capability at Executive and Board level	Y	
Ability to balance strategic leadership with operational delivery and risk management	Y	
Behaviours for success		
<i>Refer to the <u>Behavioural Framework</u> and <u>Guidelines on the Hub</u> and for each behaviour, provide example(s) of how the behaviour needs to be demonstrated in order to be successful in the job.</i>		
Caring by Nature Sets the tone for a culture where data is trusted, governed, and used responsibly to support customer outcomes and organisational integrity. Ensures strong governance, accountability, and assurance across all data, analytics, and reporting activity, enabling confident and compliant decision-making.		
Working Better Together Builds and leads a cohesive Data & Analytics function, fostering collaboration across business and technology teams. Acts as a trusted strategic partner to Executive and senior stakeholders, ensuring data and insight are embedded into organisational decision-making through shared ownership.		
Thinking for Tomorrow Defines and drives the long-term Data Strategy, anticipating future risks, opportunities, and sector trends. Ensures the organisation becomes insight-led, leveraging modern data, analytics, and AI capabilities to support sustainable performance and continuous improvement.		

This job description outlines the main responsibilities and requirements of the job. Colleagues are expected to comply with reasonable management requests to carry out additional or alternative duties.

Do not delete this statement – a certain amount of flexibility is necessary as the organisation evolves. If you are uncertain about whether any changes are significant enough to create a “new” job – consult your People Business Partner or Adviser.