

Head of Data Management & Governance

Role profile

Department	Data Analytics & BI		
Job number		Reports to	Director of Data Analytics & BI
Date effective	Oct 2026	Salary band	11TP

Purpose
The Head of Data Management & Governance is responsible for establishing and leading A2Dominion's enterprise data management and governance capability, ensuring that data is defined, controlled, trusted and fit for use across regulatory, operational and strategic contexts. The role sets and enforces the organisation-wide framework that ensures data is: • Accurate, complete and consistent • Clearly owned and governed • Traceable from source to use • Regulator-ready by design This role goes beyond traditional governance by embedding data management disciplines (standards, metadata, lineage, ownership and control) into how data is created, maintained and consumed across the organisation. It is a critical leadership role in ensuring A2Dominion treats data as a core business asset, aligned to the Create Once, Publish Everywhere (COPE) principle and underpinning confidence in all reporting, analytics and decision-making.

Key responsibilities/ deliverables
1. Enterprise Data Governance Framework • Define, implement and continuously evolve A2Dominion's data governance and data management framework. • Establish clear accountability across the organisation through:

- Data Ownership model
- Data Stewardship model
- Defined governance forums and escalation routes
- Ensure governance is embedded into business processes, not applied retrospectively.

2. Data Standards, Definitions & Control

- Own and govern the organisation's data standards, definitions and critical data sets.
- Establish and maintain a single, controlled definition layer for:
 - KPIs
 - Regulatory metrics
 - Core operational data
- Lead on definition governance and resolution of data conflicts or inconsistencies across the organisation.

3. Metadata, Lineage & Traceability

- Establish and maintain end-to-end data lineage and traceability, ensuring all critical data can be tracked from source to report.
- Implement enterprise-wide metadata management practices, enabling transparency and control over data usage.
- Ensure all regulatory and Board-level data can be fully evidenced and audited.

4. Data Quality & Assurance Oversight

- Define data quality standards, rules and thresholds across the organisation.
- Oversee monitoring, issue management and root cause analysis for data quality.
- Ensure data quality issues are:
 - Identified early
 - Owned by the business
 - Resolved at source, not masked downstream
- Provide assurance that critical data is fit for purpose and regulator-defensible.

5. Regulatory & Risk Alignment

- Ensure all data used for regulatory reporting, performance management and Board reporting meets required standards for:
 - Accuracy
 - Completeness
 - Auditability
- Act as the key interface with Risk, Internal Audit and external regulators on data-related matters.

- Ensure governance frameworks align with regulatory expectations and emerging requirements.

6. Integration with Data Products & Engineering

- Ensure all data products are underpinned by consistent definitions, standards and governance controls.
- Work closely with Data Engineering and the Data Products Lead to embed governance into pipelines, models and platforms.
- Eliminate duplication, fragmentation and uncontrolled data usage across the organisation.

7. Culture, Capability & Embedding

- Drive organisation-wide adoption of data governance practices through:
 - Training and awareness
 - Clear expectations for Data Owners and Stewards
 - Integration into performance objectives and ways of working
- Build a culture where data is owned, understood and managed responsibly across the organisation.

Line management

Data Governance Manager
Data Management Manager

Key internal contacts

Director of Data Analytics & BI, Head of Data Engineering, Head of Data Analytics, Head of Data & BI, Data Products Lead, Regulatory Reporting Lead and Assurance functions
Risk, Internal Audit and Compliance teams, Senior business stakeholders and Data Owners

Key external contacts

Third party suppliers.
Regulators

Operating environment/ dimensions

- Owns the enterprise data management and governance framework
- Influences all business areas and data-producing functions

- Accountable for data underpinning regulatory, Board and operational decisions
- Direct impact on organisational risk, assurance and regulatory compliance

Knowledge, skills and competencies	Essential	Desirable
Qualifications/training		
Degree or equivalent experience in a relevant discipline	A	
Postgraduate qualification (e.g. MSc, MBA) in a relevant discipline		A
Evidence of continuous professional development	A	
Data governance, data quality or compliance-related certification		A
Knowledge and skills		
Strong understanding of data governance, data management and control frameworks	A/I	
Deep knowledge of data quality, standards, metadata and lineage concepts	I/T	
Experience implementing enterprise data governance or data management frameworks	A/I	
Strong understanding of regulatory, audit and assurance requirements for data	I/T	
Ability to define and enforce data ownership, stewardship and accountability models	I	
Strong stakeholder engagement and influencing skills at senior level	I	
Experience working with data products, semantic layers or model-driven architectures		I
Knowledge of data governance tools (e.g. metadata/catalogue platforms)		A/I
Familiarity with regulated sectors or public sector governance expectations		A/I
Understanding of data architecture and engineering concepts		I
A2Dominion Behavioural Expectations		
DRIVE: Caring by Nature, Working Better Together, and Thinking for Tomorrow		
The A2Dominion Behavioural Framework should be applied in a way that reflects the level of responsibility within the organisation. Behaviours should be contextualised across three distinct levels:		
Senior Manager – Leading the Organisation		

Focuses on setting strategic direction, making informed decisions and ensuring the long-term sustainability of the organisation. Accountable for the effective delivery of strategy and organisational outcomes.

Manager – Leading Others

Focuses on translating organisational strategy into delivery through both personal contribution and the work of others. Creates an engaging environment and promotes a forward-looking, solution-focused mindset.

Staff Level – Leading Self

Focuses on taking ownership of individual responsibilities and contributing to organisational goals. Demonstrates a proactive, responsible and “can-do” approach in day-to-day work.

Indicate the top three behavioural competencies for interview below

Competency	Essential
Caring by Nature	Yes
Working Better Together	Yes
Thinking for Tomorrow	Yes

This role ensures A2Dominion has a single, consistent and enforceable approach to managing and governing data, reducing regulatory risk, improving trust in data, and enabling confident decision-making.

This role profile outlines the main responsibilities and requirements of the post. All employees are expected to comply with reasonable management requests to carry out additional or alternative duties.

How we will assess your match to the job:

- A = Application
- T = Testing
- I = Interview
- TS = Telephone Screen