

**A day in the life of the Policy & Insight Team**

This is not an easy thing to describe as no two days are the same! What we can tell you is that you will be working with and supporting various services by:

* Sourcing relevant information accurately from a range of IT systems
* Providing insightful analysis and professional advice
* Helping services make informed decisions using the data and analysis you have provided

In children’s services, this could be anything from analysing the number of looked after children to the performance of teams in terms of the timescales of assessment.

A day supporting Adult Social Care might include work towards an operational dashboard or working with data to understand system flows.

A day working with Human Resources would focus on the analysis of data to support the council’s workforce, such as calculating the gender and ethnicity pay gap to producing reports to our Corporate leadership team on absence and vacancy trends.

So, a typical day might be supporting a Senior Analyst with a report for a Head of Service, meeting with a team of analysts regarding a new piece of work and accessing our databases for an unscheduled adhoc piece of work. A varied and rewarding day, working within a great team.

**About you**

We’re looking for people who have:

* The technical skills to extract and manipulate complex datasets from a range of national and local IT systems, or the desire to develop them.
* The aptitude to support our customers with the information they need (which isn’t always what they say they want!)
* A thirst to learn new analytical techniques and a curiosity about the way the Council supports the local community
* A continual desire to improve team performance and the way Council services are delivered

**About us, the Policy & Insight Team**

We launched in June 2023 following a recent restructure and bringing together three key functions (Business Intelligence, Research and Policy) into a single multi-disciplinary team. We are here to provide insight and policy expertise to a range of internal services and partner organisations supporting operational and strategic decision-making. We take a matrix-management approach to ensure the skills that exist within the team are effectively utilised and everyone has an opportunity to learn on the job and advance their career.

We host a website <http://www.cambridgeshireinsight.org.uk> on behalf of a partnership, which publishes information about the area for the public and partners.