

Job title: Head of Data Products

Line manager: Director of Data

Grade (if applicable):

Direct reports: Data Engineer(s), Data Product Analyst(s),
Data Modeller

Role Purpose:

An entirely new role within the organisation to modernise the way Peabody utilises its data. As the Head of Data Products, you will lead the development and implementation of data products through our data platform, playing a key role in transforming our data capabilities. Managing a team of Data Product Engineers and Data Product Analysts, you will drive the adoption of a new hub-and-spoke model, ensuring data products meet the needs of various departments and support strategic decision-making and operational efficiency.

Key Activity:

- Develop and implement a comprehensive data analytics strategy in the use of its systems and data architecture, leveraging AI and other technologies in meeting Peabody's strategic objectives.
- Become a product owner for data, responsible for defining and managing the product vision, strategy, and roadmap for reporting and analytics products.
- Play a key role as a data and analytics subject matter expert in defining the future requirements for Peabody's data architecture and platforms.
- Lead the transformation to a hub-and-spoke model, ensuring a seamless transition and minimal disruption to operations. Engage with key stakeholders to ensure buy-in and support for the transformation.
- Go beyond business-as-usual performance indicators to explore the patterns and connections within Peabody's data that can sign-post the business to areas requiring transformation.
- Use advanced data analytics methods to identify innovative solutions to the tried and tested approaches usually adopted by the housing sector.
- Establish a responsive, agile team that can respond to the requirements of the business and embed a culture where data is the first port of call when addressing a challenge.
- Create a centre of excellence of analysts to drive a data-centric culture, and act as ambassadors of these traits to the rest of the business.
- Bring Peabody up to date with out-of-sector thinking on how to best analyse, visualise and present data insight for use in the decision-making process.
- Ensure data governance policies and the data management framework is followed and enforced. Work alongside data governance & assurance roles in developing a data ethics framework.
- In conjunction with the Transformation team, establish robust business case analysis for new and on-going change projects ensuring objective, evidence-based assessments are made.

Success Metrics:

- Providing repeatable and well-designed products that enable clear actionable insights, improving efficiency and service delivery
- Measurable improvements in service performance through utilising Peabody's considerable data around customers and properties.
- Demonstrate the adoption of an evidence based and analytical approach to decision making, particularly in relation to transformation and change.

About you:

- A proven collaborator and data enthusiast with the energy and passion to sell new concepts to a business already undergoing significant change.
- Proven experience in a leadership role within data analytics, with experience within a housing or real estate context preferable however not required.
- Demonstrable expertise and experience in data analytics techniques, tools and platforms with the confidence to make recommendations to the business.
- Excellent communication skills; proven record of preparing and delivering persuasive, high quality, written and verbal reports and presentations within the organisation up to Executive and committee level and externally.
- Proven experience of successfully leading, managing and coaching employees and supporting them through times of change.
- Strong stakeholder engagement skills, possessing the gravitas to influence at senior levels but also engaging enough to act as an ambassador for the Business Intelligence team in the wider organisation and externally.

Leadership Responsibilities:

- Demonstrate strong leadership skills to help build a diverse and inclusive organisation; ensuring that Equality, Diversity and Inclusion principles are fully embedded in the attraction, recruitment, development and retention of your teams and within the delivery of our services
- Be a confident role model and leader, ensuring you reflect the values of the organisation. Know what it takes to motivate your team and ensure they have the right tools to do the job.
- Ensure your team is highly functional in delivering outputs. Provide continual review of performance, engagement and monitoring of your team through connected conversations.
- Manage, support, and motivate team performance setting and maintaining a culture of high performance against targets, objectives and KPI's
- Responsible for recruitment, connected conversations identifying training needs and colleague development
- Empower your teams to develop and grow, leading with trust and showing appreciation.
- Build effective networks internally across the organisation and externally to support delivery of the group strategy and the new localities model.