

Position Description

Senior Data Analyst



The Cooperative Bank

Our purpose

Our long-term aspirations are to develop more long-term value-based relationships with our customers, and for our people to grow and develop so that they are better off working at the Co-operative.

Our values

Our values represent who we are, how we think, and how we behave to bring these to life every day. You'll demonstrate behaviours that define our core values and support an inclusive culture with a strong teamwork spirit.



About the team

We are a small driven team that works with all parts of the business to define and deliver data and analytical solutions. Being a small team, we get exposure to the whole bank from Credit, Product, Marketing, IT, and the frontline, additionally the organisation has a flat structure which means we get the opportunity to work at all levels of the organisation including the CEO. The team is on a mission to grow the maturity of data analytics and to democratise data across the business.

Purpose of this position

To deliver timely and accurate data analytics and reporting to all areas of the Bank, as a key enabler to delivering the banks strategy. A key aspect of this role is the ability to interpret and translate data and the key insights into visual stories that enable key business stakeholders to quickly see what is important. This is a senior role that will work closely with the Lead Data Analyst to identify gaps and opportunities and grow the banks maturity.

Position reports to: Lead Data Analyst

Challenges and opportunities of this role

- **Team:** Support the Lead Data Analyst to build a “future-ready” modern data analytics team in the Bank, while delivering to immediate & BAU data requirements (e.g. Marketing Communications, Reporting, etc.).
- **Development of a data-led culture:** Support the achievement of a data-led culture, through wide acceptance of the data strategy, high confidence in data quality and accuracy, and a deep understanding of where value is created through data.
- **Re-architecting data platforms:** Supporting the work to build a modern data ecosystem that is fit for tomorrow’s needs. Working with Data Engineers to build out the Data Model and expanding the reporting suite in Power BI whilst maintaining Governance.
- **Supporting change:** Support the Bank in its data maturity journey by delivering value early with high priority organisational requirements or opportunities (e.g., joining customer data points, join journey, customer interaction etc.).

How you will contribute:

What you'll do	Success will mean
Data Analytics Strategy Development	
Support strategy development for the collection, manipulation, and analysis of data for the Bank. Actively participate in the creation of new data-driven approaches for the purpose of generating business insights through data analytics, information visualisation and addressing unanswered business issues in a proactive manner. Contribute guidance over emerging trends and new technologies and ensure these are understood and explored as appropriate.	• Strong contribution and engagement into the data strategy and road map, ensuring it has buy-in and sign off from key stakeholders. • Coach and share skills and ideas with the team staying close to emerging trends.
Data Analytics Products Delivery	
Interpreting and understanding detailed requirements and translating these into analytical insights (reports, visualisations, etc.) via: - Performing data extraction - Modelling and the applications of basic and advanced analytical techniques - Delivering self-service system-generated reporting and performance monitoring dashboards (Power BI) - Collaborating to challenge and champion new and innovative ideas	• Data solutions support the Bank's needs in regard to business monitoring, compliance, productivity or any other area that helps deliver to the business strategy. • These solutions include BAU / regular data solutions as well as ad hoc solution requests.

What you'll do	Success will mean
Viewing requirements holistically, taking into account all interfacing systems and future state requirements. Ensure operational documentation, processes and procedures reflect current state. Use Azure Dev Ops and Git to manage code source control and versioning.	
Data Governance	
Data policies & standards are adhered to (including data privacy & security policies & standards). Business rules & guidelines are applied consistently. High standards applied to the development, delivery and on-going management of data dictionaries & catalogues and master data management. Support the Data Engineers to test & productionise code.	• Data/Analytics/Reporting is trusted, secure and available. • Relentless pursuit of quality standards & ownership of solutions.
Collaboration	
Collaborate with other members the data team and wider organisation. Share knowledge and ideas, whilst remaining open to input from others. Contribute regularly to team knowledge sharing, not being afraid to challenge and look for new ways to work. Share development and tool use experiences, both good and bad. Contribute to the growth of a high performing Data team that aspires to build a comprehensive modern data platform.	• Strong relationships within the team and across the organisation. Seen as a go to person and expert in analytics. • Cohesive delivery to business requirements guaranteeing fit for purpose outcomes. • On-the-job development is occurring, contributing to engagement outcomes. • People engagement survey measures. • Teamwork is well-integrated and team goals are achieved. • Demonstration of behaviour's that define our core beliefs.
Healthy and safe work environments	
Follow all health and safety policies, standards, emergency procedures and plans.	• Having healthy and safe ways of working. • All workers feel empowered to and aware of opportunities to participate in health and safety activities.

What you'll do	Success will mean
Participate in health and safety activities, training and meetings as required. Reports hazards, near misses, injuries, incidents, and ideas for continuous improvement. Cease work if an unsafe situation arises and seek assistance.	• Our people can easily report hazards, near misses, injuries, incidents, and ideas for continuous improvement. • Workers stop work if they feel unsafe and connect with their people leader or other workers for assistance.

Decision making and responsibilities

a) Decisions and/or financial accountabilities:

- Design and development of data products

b) Actions and decisions that are recommended to a higher level of management for approval:

- Operational or Capital expenditure
- Data architecture design

Qualifications and experience

- 5+ years experience in Data Analytics
- Tertiary qualification in Data/Computer Science, Information Technology, Statistics, Information Systems, Business, or any other related field.
- Experience working in a financial institution.

Skills and attributes

Technical Skills

- Advanced SQL skills.
- Excellent visualisation skills from report design to report development using Power BI or other standard reporting or visualisation tool.
- Working with databases that contain large volumes of data, including Snowflake and Microsoft SQL Server.
- Experience working with data in a dimensional model
- Knowledge of Python and DBT will be beneficial

Personality Attributes

- Working with a wide range of stakeholders to understand their needs and translating this into data requirements and then building data solutions to meet these business needs.
- Proven attention to detail and accuracy
- Strong problem solving skills
- The ability to multitask and prioritise

Leadership Skills

You will be expected to demonstrate behaviours from our Leadership skills framework through your actions, the way you work and how you work with others.