



THE PERSON

Business Intelligence Analyst

Criteria	Essential / Desirable	Method of Assessment
Qualification		
Level 4 standard of education (e.g. degree, CertHE, Level 4 NVQ) or equivalent experience ideally with a high degree of statistical content.	E	Application
A professional Data Analytics or Data Engineering qualification e.g. Microsoft Certified Pathways, or experience in role.	E	Application
Knowledge & Experience		
Previous experience in an Analyst role	E	Application and interview
Experience of developing dashboards using Power BI (or similar tools)	E	Application and interview
Strong analytical and problem-solving skills, with the ability to interpret complex data	E	Application and interview
Ability to communicate data clearly to non-technical audiences	E	Application and interview
Experience in building semantic models	E	Application and interview
Experience of working with stakeholders and managing competing priorities	D	Application and interview
Understanding of performance management frameworks and KPIs	D	Application and interview
Experience working in a public sector or performance-focused environment	D	Application
Knowledge of data governance and data quality principles	D	Application and interview

Person Specification

Experience supporting training or data literacy initiatives	D	Application and interview
Knowledge of the broader activities of Essex Fire & Rescue Service and working with Trade Unions.	D	Application and interview
Skills & Abilities		
Experience working with SQL and data models.	E	Application and interview
Excellent written and verbal communication skills. Can interpret customer requests and communicate back to them	E	Application and interview
Experience supporting training or data literacy initiatives	D	Application and interview
Confident in using ICT systems such as Microsoft Products including Office, Power Platform and SharePoint.	E	Application and interview
Able to plan, manage and review tasks	E	Application and interview
Excellent time management and planning and organisation skills.	E	Application and interview
Able to support changes in service provision in a positive and constructive manner.	E	Application and interview
Proficient at assessing problems and determining the most appropriate action.	E	Application and interview
Is approachable and confident in developing team members to acquire skills and experience.	E	Application and interview
Other		
The ability to travel around the county may be required.	E	Application Form
Willingness to work flexibly.	E	Application Form
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	E	Application Form
Contribute to a positive working environment ensuring commitment to equality and diversity.	E	Application Form

Person Specification

A satisfactory Standard DBS assessment.	E	Part of on boarding process
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