



# JOB PROFILE

|                         |   |
|-------------------------|---|
| <b>Post Title:</b>      | Principal statistician and methodological lead for preventative interventions |
| <b>Portfolio:</b>       | Health & Social Care  |
| <b>Responsible to:</b>  | Tracy Poole-Nandy   |
| <b>Responsible for:</b> | Data quality manager, data quality officer, data collectors                   |
| <b>Grade:</b>           | TC  |

## Job Purpose

To improve the lives of all within our community and help the island thrive by strengthening community management and monitoring of chronic diseases.

The purpose of this role is to strengthen both the data handling infrastructure and skills of the preventative health team. Key functions of this role will be to provide advice on the design and analysis of evaluations, assist with infrastructure development and mentor data handling and analysis staff.

## Main Duties and Responsibilities

1. **Provide strategic direction and scientific leadership** in the development and application of advanced statistical, epidemiological, and causal inference methods for observational, interventional, and quasi-experimental studies in preventive health.
2. **Lead capacity building and mentorship across the health data team**, including statisticians, analysts, and data managers, to strengthen quantitative skills, methodological judgement, and long-term organisational capability.
3. **Act as the senior methodological authority across the preventative health group**, providing independent expert advice, reviewing study designs and analysis plans, and constructively challenging methodological assumptions where required.
4. **Establish and promote high-reliability evaluation practices**, including reproducible analytic workflows, transparent reporting, documentation standards, and auditability of analyses.
5. **Lead the design, evaluation, and interpretation of remote and decentralised studies**, addressing methodological challenges related to recruitment, retention, adherence, outcome measurement, and data quality in real-world, resource-limited settings.
6. **Oversee the appropriate integration of novel with traditional statistical and epidemiological methods**, ensuring analyses are robust, interpretable, reproducible, and clinically and policy relevant.
7. **Lead the conceptual design and governance of a large language model-based system** to support institutional memory and knowledge management within the preventative health team, ensuring methodological integrity, transparency, and ethical use.
8. **Foster a stimulating, inclusive, and supportive professional culture**, acting as a mentor and role model and enabling staff across the health data and preventative health teams to develop and thrive.



# JOB PROFILE

## Special Conditions

This post will involve remote working

This job profile is not an exhaustive list of duties and responsibilities. There may be other ad hoc duties that fall within the remit of the role that the job holder may need to complete. In addition, the job holder will be required to carry out any other reasonable duties as requested which are commensurate with the grading and level of responsibility for the role.

## Core Competency Framework

| Competency   | Level |
|--|-------|
| <b>Professional Development:</b><br><i>Support the professional development of the preventative health team and trainee analysts and data managers from other portfolios</i>   | (iii) |
| <b>Planning &amp; Delivery of Work:</b><br><i>Structures business or service unit to deliver key objectives and obtain and allocate resources. Defines a balanced set of targets and measures aligned with delivery plans.</i>   | (v)   |
| <b>Analysis and use of Information:</b><br><i>Interprets complex written information and data. Able to assess the validity, relevance and limitations of different sources of evidence. Generates a range of options and appraises them based on evidence available</i>  | (v)   |
| <b>Decision Making:</b><br><i>Thinks through the implications of decisions.<br/>Breaks down highly complex information into workable components for others.<br/>Draws together disparate information to resolve problems. Facilitates others to generate and solve problems.<br/>Empowers others to take creative decisions to meet organisational needs.<br/>Considers internal and external influences in complex decision making and problem solving.<br/>Solves problems that have significant long-term implications for the organisation</i> | (iv)  |
| <b>Working with Others:</b><br><i>Manages relationships with key stakeholders by utilising a high level of understanding of own and other's behaviours. Develops relationships with key stakeholders. Influences key stakeholders on issues relevant to the organisation.<br/>Creates an environment which will enable delivery of shared policy outcomes</i>  | (iv)  |
| <b>Communication:</b><br><i>Promotes communication across the organisation.<br/>Negotiates to reconcile individual competing priorities.<br/>Summarises complex information in an effective manner.</i>  | (v)   |
| <b>Influencing and Persuading:</b><br><i>Ensures strategies to support a diverse workforce are implemented.<br/>Recognises and anticipates the needs of senior managers and government officials.<br/>Presents unpopular messages confidently.<br/>Varies style of communication to have maximum impact on audience.</i>   | (iv)  |



# JOB PROFILE

---

|  |      |
|--|------|
| <i>Influences to maintain a balance between individual motives and directorate/departmental requirements.<br/>Integrates logic and emotion to construct and convey complex arguments in a face to face situation.</i>  |      |
| <b>Dealing with Change:</b><br><i>Takes wide view of strategic needs. Directs and drives organisational change.<br/>Evaluates the impact of change on the organisation.<br/>Initiates attitudinal change across the organisation.<br/>Provides appropriate support mechanisms during a period of change.</i>   | (v)  |
| <b>Continuous Improvement:</b><br><i>Keeps up to date with developments that affect SHG and anticipates what may affect it in the future. Creates an environment where employees and colleagues work to improve the way things are done. Manages own development and performance; identifies own mistakes and takes constructive action when required.</i> | (iv) |
| <b>Managing Resources:</b><br><i>Ensures appropriate resources and levels of capability to deliver to plan. Uses management information to monitor/control resources. Supports initiatives for new and more efficient use of resources. Gains respect and credibility from team members through effective delegation, coaching and development.</i>        | (iv) |



# PERSON SPECIFICATION

| Criteria   | Essential / Desirable | Application Form | Selection Process |
|--|-----------------------|------------------|-------------------|
| <b>Qualifications:</b>   |                       |                  |                   |
| Postgraduate qualification (PhD) in in statistics, medical statistics or epidemiology with substantial formal training in statistical methods.                                 | E                     | •                |                   |
| <b>Knowledge &amp; Experience:</b>   |                       |                  |                   |
| Advanced expertise in medical statistics and epidemiology applied to complex healthcare and public health datasets.  | E                     | •                |                   |
| Extensive experience in the design and evaluation of observational, interventional, and real-world studies, including development and oversight of statistical analysis plans. | E                     | •                |                   |
| Strong understanding of causal inference, bias, confounding, missing data, and uncertainty in preventive health research.  | E                     | •                |                   |
| Experience evaluating complex or multi-component public health or behavioural interventions.   | E                     | •                |                   |
| Sound knowledge of data governance, ethics, and regulatory considerations, particularly in digital, decentralised, or low-resource research settings.                          | E                     | •                |                   |
| Experience managing and assuring the quality and integrity of complex datasets.  | E                     | •                |                   |
| Proven ability to communicate complex statistical concepts clearly to non-specialist audiences, including clinicians, programme leads, and policymakers.                       | E                     | •                |                   |
| Experience teaching, supervising, or mentoring in statistical or quantitative methods.   | E                     | •                |                   |
| Experience working in small island states or resource-limited environments.  |                       |                  |                   |
| <b>Skills and Abilities:</b>   |                       |                  |                   |
| Ability to exercise independent methodological judgement and provide authoritative advice across multiple projects and teams.  | E                     | •                |                   |
| Strong proficiency in statistical programming (e.g. Stata, Python) and experience overseeing analytic workflows and code quality.  | E                     | •                |                   |
| Experience with REDCap or similar research data platforms, including system-level oversight and mentoring of others.   | E                     | •                |                   |



# PERSON SPECIFICATION

---

|  |   |   |   |
|--|---|---|---|
| Excellent written and verbal communication skills, including production of high-quality reports for technical and non-technical audiences. | E | • |   |
| Ability to adapt communication style to suit different stakeholders and levels of technical expertise.                                     | E |   | • |
| Demonstrated ability to mentor junior analysts, data managers, and researchers across a multidisciplinary health data team.                | E |   | • |
| Ability to supervise postgraduate research students.   | E | • |   |
| Strong organisational skills, with the ability to prioritise work across competing demands.  | E |   | • |
| High level of numerical accuracy and attention to detail, with responsibility for overall methodological quality assurance.                | E |   | • |
| Proven ability to maintain accurate and up to date records   | E | • |   |



# PERSON SPECIFICATION

---

| Other:   |   |   |   |
|--|---|---|---|
| Flexible and adaptable in response to the varied demands of the role                                 | E |   | • |
| Commitment to maintaining confidentiality when handling sensitive data                               | E | • | • |
| Expert user of large language models   | E | • |   |
| Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. | E |   | • |
| Contribute to a positive working environment ensuring commitment to equality and diversity.          | E |   | • |

## Our Values

### FAIRNESS

We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

### INTEGRITY

We communicate openly and we are honest, accountable and ethical.

### TEAMWORK

We work together and we support each other.