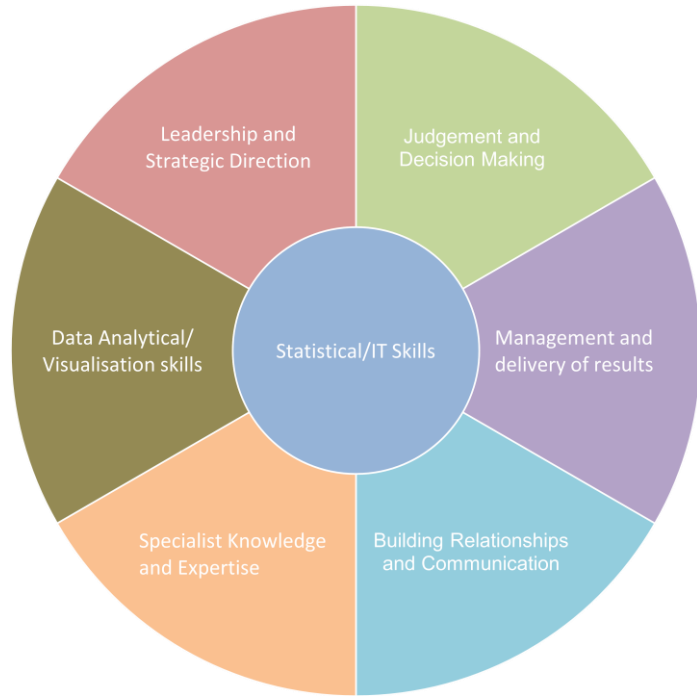# Big Data Team Leader Level Competency

Leadership and Strategic Direction	Ability to focus strategically and inspire a sense of purpose and direction
Judgement and decision making	Ability to use judgement, intelligence and common sense when making decisions
Management and delivery of results	Ability to deliver on results by building organisational capability and responsiveness and marshalling professional expertise
Building relationships and communication	Nurtures internal and external relationships and communicates clearly
Specialist knowledge and expertise	Possess appropriate specialist knowledge and expertise to work effectively as part of the Big Data team
Statistical/IT skills	Possess detailed knowledge and understanding of statistical methodology and concepts, ability to extract key messages or underlying trends within data and possess the IT skills relevant to statistical production and analysis.
Data Analytical/ Visualisation skills	Ability to work with structured and unstructured data and combine data processing techniques to achieve outcomes, possess knowledge and understanding of data visualization techniques relevant to big data

Big Data Team Leader Level Competencies
Performance indicators

Leadership and Strategic Direction	Leads the team, setting high standards, tackling any performance problems and facilitating high performance
	Develops capability and capacity across the team through effective delegation
	Develops a culture of learning and development, offering coaching and constructive/supportive feedback
	Leads on preparing for and implementing significant change and reform
	Anticipates and responds quickly to developments in the sector/broader environment
	Actively collaborates with other Departments and Agencies
Judgement and decision making	Identifies and focuses on core issues when dealing with complex information/situations
	Sees the relationships between issues and quickly grasp the high level and socio-political implications
	Identifies coherent solutions to complex issues
	Takes action, making decisions in a timely manner and having the courage to see them through
	Makes sound and well informed decisions, understanding their impact and implications
	Strives to effectively balance the sectoral issues, political elements and the citizen impact in all decisions
	Engages with risk and shows personal courage
Management and delivery of results	Initiates and takes personal responsibility for delivering results/services in own area
	Balances strategy and operational detail to meet business needs
	Manages multiple agendas/ tasks and reallocates resources to manage changes in focus
	Makes optimum use of resources and implements performance measures to deliver on objectives
	Ensures the optimal use of ICT and new delivery models
	Critically reviews projects and activities to ensure their effectiveness and that they meet requirements
	Ensures team are focused/ act on priorities, even when facing pressure
Building relationships and communication	Communicates in a clear, articulate and impactful manner
	Actively listens, seeking to understand the perspective and position of others
	Works effectively, recognizing and managing the tensions arising from different stakeholders perspectives
	Proactively engages with colleagues at all levels both within and outside the Organisation and across and builds strong professional networks
	Facilitates cooperation and partnerships
	Guides mentors and develops team
Specialist knowledge and expertise	Develops and maintains skills and expertise across a number of areas that are relevant to field of expertise
	Keeps up to date with key departmental, sectoral, national and international policies and economic, political and social trends that affect the role
	Maintains a strong focus on self-development, seeking feedback and opportunities for growth
	Demonstrates self-awareness and resilience
Statistical/IT skills	Is able to use core statistical skills for data analysis such as: quantitative and qualitative analysis, weighting, inference, validity and modeling
	Can use programming/scripting languages associated with statistical computing environments such as R, SAS, SPSS or equivalent
	Can combine various data processing techniques to achieve given analytical task
	Good knowledge of data science and data science methods
	Shows evidence of keeping up to date with new trends in data techniques and technologies
Data Analytical/ Visualisation skills	Strong ability to work with appropriate coding/scripting languages
	Ability to develop software for more advanced data processing tasks
	Can use high performance computing platforms in an efficient way
	Can operate on structured and unstructured data with a wide range of tools
	Ability to analyse complex data and identify what is relevant
	Can combine various data processing techniques to achieve a given analytical task
	Can assimilate information from a range of sources and organise complex information to make it accessible
	Understanding of machine learning algorithms such as supervised and unsupervised learning, semi-supervised classification and reinforced learning
	Ability to apply data mining techniques to unstructured data sets such as time-series data, streaming data, sequence data, graph data, spatial data and multimedia data
	Understanding of data visualisation techniques under the broad headings of spatial layout visualisation, abstract/summary visualisation and real time interactive visualisation