Big Data Team Leader Level Competency

Performance Indicators

- **Leadership and Strategic Direction:**
  - Develops the team, setting high standards, tackling any performance problems and facilitating high performance.
  - Develops capability and capacity across the team through effective delegation.
  - 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 grasps 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 the 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 technologies 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.

- **Management and delivery of results:**
  - 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.

- **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.

- **Building relationships and communication:**
  - Nurtures internal and external relationships and communicates clearly.
  - Possess appropriate specialist knowledge and expertise to work effectively as part of the Big Data team.

- **Specialist knowledge and expertise:**
  - 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.

- **Statistical/IT skills:**
  - Possess the IT skills relevant to statistical computing.

- **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:**
  - 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.