Application Pack

East Midlands | Regional Care Cooperative

Data and Analytics Lead

Help shape the future of children's care, regional sufficiency and collaborative commissioning across the East Midlands.

Advertised: 4th November 2026

Closing date: 25th November 2026



Welcome

Join our founding team and help shape the future of children's care across the East Midlands.

The East Midlands is creating one of the country's new Regional Care Co-operatives (RCCs): a major public sector reform programme designed to improve outcomes for children, strengthen regional sufficiency and support collaborative improvement across children's care. Working on behalf of all ten East Midlands local authorities and Northamptonshire Children's Trust, the RCC will bring together regional commissioning, sufficiency planning, fostering development, market engagement, data and improvement activity through a powerful new collaborative model.

This is not simply another programme. It is a unique opportunity to help establish a new regional infrastructure for children's care: ambitious, practical, evidence-led and deeply rooted in partnership working across local government, health, youth justice, policing and the voluntary sector.

As the East Midlands RCC is established, you will play an important role in bringing partners together around this shared ambition. Working as part of the founding RCC team, you will help build the relationships, culture and foundations needed to create lasting change across the region. We are looking for people who can inspire collaboration, build trust across complex systems and keep the voices of children, young people and carers at the heart of everything they do. Most important is your belief in what this programme can achieve.

We hope this pack gives you a sense of the opportunity ahead and the difference this role can make. We look forward to hearing from you.

East Midlands Directors of Children's Services

Derby City Council
Derbyshire County Council
Leicester City Council
Leicestershire County Council
Lincolnshire County Council
North Northamptonshire Council
West Northamptonshire Council
Northamptonshire Children's Trust
Nottingham City Council
Nottinghamshire County Council
Rutland County Council



Role Overview

Job Title	Data and Analytics Lead
Salary & benefits	£55,000 - £65,000 a year, 30 days annual leave plus bank holidays, generous pension scheme, hybrid working arrangements. Secondment arrangements may differ.
Start date	December 2026
Contract type	Fixed-term contract or secondment opportunity until 31st March 2028, with continuation subject to funding and approval. Any secondment arrangement will be subject to agreement with the successful candidate's current employer.
Basis	Full time (37.5 hours)
Employment location	The role will be based in Leicester, with regular travel across the East Midlands. The core office base for this post will be Leicester City Centre, with regular in-person collaboration expected, alongside flexible and hybrid working arrangements.
Job category	Data and analytics, business intelligence, performance, forecasting, children's social care and strategic commissioning.
Key responsibilities	Lead the development of a shared regional data, analytics and intelligence approach across the East Midlands, working with local authorities and partners to understand demand, anticipate sufficiency pressures, strengthen forecasting and turn complex information into actionable insight that supports better decisions for children and young people.



Be part of the Founding RCC Team

The East Midlands RCC is now at an important stage in its development, with the founding core team in place and work progressing to establish the RCC's functions and priorities.

As Data and Analytics Lead, you will join this newly established team, working alongside colleagues responsible for different aspects of the RCC's delivery. As a founding team member you will have the opportunity to bring fresh ideas, shape new approaches and help establish the systems and working relationships that will underpin the RCC's future delivery

Make an impact across the East Midlands region

Working on behalf of the ten East Midlands local authorities and Northamptonshire Children's Trust, the RCC provides an opportunity to contribute to work with influence beyond any single organisation.

As Data and Analytics Lead, you'll work with colleagues across the RCC, local authorities and partner organisations, including the Department for Education, to ensure that data and intelligence inform regional priorities and strategic decisions. You'll have the opportunity to bring together different perspectives, build relationships across organisations and help demonstrate how effective use of data can support improvements in children's care.

A professional development opportunity

The role offers an opportunity for an experienced data professional to apply and develop their skills in a new regional context.

Working as part of the RCC team will provide exposure to strategic decision-making, regional commissioning and collaborative working across multiple organisations. You will have the opportunity to broaden your professional networks, gain experience of regional partnership working and contribute to a significant programme of transformation in children's care.

"As part of our founding team you will have the opportunity to shape our approach to regional intelligence, develop new ways of understanding demand and sufficiency and ensure that data is at the heart of our decisions"



About the role

The RCC Data and Analytics Lead will lead the development of the East Midlands RCC's regional data, analytics and intelligence function, helping partners understand demand, improve sufficiency and make better decisions for children.

Data and intelligence will sit at the core of the RCC's ability to improve sufficiency, anticipate demand and make better decisions for children. The role will bring together data from across the region, develop forecasting and reporting, and turn complex information into clear strategic insight for commissioning, fostering and improvement activity.

This is an opportunity to build something genuinely influential from the ground up. We are looking for a collaborative and practical data lead who can build a regional intelligence function and make complex information useful to decision-makers.

Experience and Background

We are open to candidates from a range of professional backgrounds and recognise that exceptional people do not always emerge through conventional career pathways. Successful candidates are likely to be able to demonstrate significant delivery experience within children's services, public services, commissioning, partnership environments or similarly complex systems.

What matters most is your ability to work across systems, build relationships, inspire confidence and help turn regional ambition into practical improvement for children and families.

Key Candidate Attributes

- Strong analytical capability and intellectual curiosity
- Ability to communicate insight clearly and persuasively
- Interest in using data to improve children's lives
- Comfort working across large, complex datasets and systems
- Strategic thinking as well as technical capability
- Ability to simplify complexity for senior leaders and partners
- Collaborative and improvement-focused mindset
- Curiosity about forecasting, sufficiency and system intelligence
- Practical problem-solving approach



Role Description

Regional data and intelligence

- Develop shared regional datasets, dashboards and analytical products that provide a reliable view of demand, provision, cost, quality and outcomes.
- Lead data integration and improve the consistency, quality and comparability of information supplied by partner authorities.
- Translate complex analysis into clear, practical insight for senior leaders, commissioners and partners.

Forecasting and sufficiency

- Lead demand forecasting, cohort analysis and modelling to identify emerging needs, placement pressures and provision gaps.
- Develop analytical tools to support the Regional Sufficiency Strategy, business cases and commissioning priorities.
- Use cost, provider and performance data to support benchmarking, value-for-money analysis and market development.

Performance and reporting

- Develop the RCC performance framework, measures and reporting arrangements, including benefits realisation.
- Coordinate accurate and timely performance reporting, statutory information and DfE returns.
- Provide actionable insight on RCC delivery, outcomes, risks and improvement opportunities.

Data systems, governance and partnerships

- Lead the specification, development and continuous improvement of regional data systems, dashboards and analytical outputs.
- Ensure data is managed securely and lawfully, with effective information-governance and data-sharing arrangements.
- Build strong relationships with local authorities, providers, health, youth justice and other partners; support users to understand and apply RCC intelligence.



Person Specification

Experience and qualifications	Essential (E) Desirable (D)
Degree-level qualification, relevant professional qualification or equivalent experience.	E
Significant experience in data, analytics, business intelligence or performance within a complex organisation or partnership.	E
Postgraduate or professional qualification in data, statistics, analytics, performance or a related field.	D
Data and analytical leadership	
Strong analytical capability and experience leading complex analysis or a data/performance function.	E
Ability to set priorities, assure quality and develop technical capability that supports strategic objectives.	E
Experience leading a technical team or establishing a new data and intelligence function.	D
Technical and systems capability	
Confident working with large, complex datasets and multiple systems.	E
Strong understanding of data integration, quality, visualisation, dashboards and analytical methods.	E
Experience specifying or implementing data platforms, shared datasets, data pipelines or analytical products across organisations.	D
Forecasting and performance	
Experience of forecasting, cohort analysis, performance reporting and translating trends into decisions.	E
Ability to develop measures, track benefits and provide clear, accurate reports.	E
Experience of children's social care demand modelling, sufficiency analysis, statutory returns or DfE reporting.	D
Information governance	
Sound knowledge of information governance, data protection, security and data-sharing practice.	E
Ability to balance safe use of data with timely, practical delivery.	E
Knowledge of safeguarding and the implications for managing children's services data.	D
Communication and partnerships	
Excellent communication and relationship-building skills.	E
Ability to simplify complexity, present insight persuasively and work collaboratively with senior leaders, analysts and partners.	E
Experience working across local authorities, health, youth justice, providers or regional partnerships.	D
Personal approach and values	
Strategic and technically credible, with intellectual curiosity and a practical problem-solving approach	E
Experience building analytical confidence through guidance, training or communities of practice.	D



Regional Collaboration

The East Midlands already has a strong culture of collaboration through its Regional Improvement and Innovation Alliance (RIIA), long-established regional commissioning networks, one established regional fostering hub and strong collaboration between local authority fostering services across the wider region. The RCC will work alongside the established Foster for East Midlands Councils (FFEMC) partnership and support wider collaboration between local authority fostering services across the region by providing a natural strategic framework for continuing collaboration, shared learning and alignment.

The RCC will build on this mature foundation to create a genuinely influential regional platform for change.

East Midlands RIIA

The East Midlands Regional Improvement and Innovation Alliance (RIIA) has become one of the strongest examples of sustained regional collaboration nationally. Its recent Impact Evaluation demonstrated:

- strong regional trust
- mature peer support
- influential leadership networks
- innovation across workforce, SEND, commissioning and social care reform
- tangible impact on improvement capacity across the region

The RCC will work closely alongside the RIIA, benefiting from established Heads of Service networks, commissioning collaboration, peer challenge infrastructure, workforce development and a mature culture of collective problem-solving.



Application process

Please apply by submitting the following three documents to jobs@sdsa.net:

1. **CV -** including an explanation of any gaps in employment.

2. **Supporting statement** - a maximum of two sides of A4 demonstrating how your knowledge, skills and experience meet the requirements set out in the application pack.

3. **Application form** - a short form which captures your contact details, references and equal opportunities information. The form is available to **download here**.

Interview process

Applicants who are shortlisted will be invited to take part in a selection process which will likely comprise of a formal interview, presentation and task. We will provide further information and guidance about the process in advance.

Interviews will be held at the SDSA Office in Leicester City Centre.

Questions

We welcome informal enquiries about the role. If you would like to discuss the opportunity in more detail or have any questions, please email **jobs@sdsa.net** outlining the nature of your query. We will then ensure that the most appropriate member of our team gets in touch with you.

Email applications to:
jobs@sdsa.net

Closing date for applications:
Wednesday 25th November at 10pm

Successful applicants contacted:
By Friday 27th November

Interviews held:
Wednesday 2nd December

All applications will be acknowledged:
Via email, within 48 hours of receipt.

