

REGULATOR OF SOCIAL HOUSING ROLE PROFILE

Role	Head of Data Strategy and Architecture	Directorate	Strategy
Reports To	Assistant Director - Business Intelligence & Data Strategy	Section	Business Intelligence
Post Reference		Grade	19

Purpose of the Role

The Regulator of Social Housing (RSH) is the regulator of the social housing sector in England, which provides homes for 8 million people. The social housing sector is becoming more complex and faces an increasingly challenging operating environment. The regulator needs to understand these changes and the risks they pose in order to regulate effectively and engage with government and stakeholders.

In order to deliver its statutory objectives, RSH needs access to timely and accurate data from registered providers (both Private Registered Providers and Local Authorities) in order to analyse the sector's financial performance and risks to its compliance with the regulatory standards. The Head of Data Strategy and Architecture reports to the Assistant Director for Business Intelligence and Data Strategy and is responsible for leading and developing the regulator's data strategy and architecture. The Head of Data Strategy and Architecture will work to develop and deliver a business wide data strategy and implement the required data architecture allowing access to and use of the regulator's current data to be optimised, and then will identify opportunities to improve this to meet our changing future data requirements. Working to ensure that our data and analytics functions are fully supported by delivering the required infrastructure, architecture and tools required, the role will develop the RSH's data capabilities and improve data literacy and capacity across the organisation.

Working as part of the wider Business Intelligence function, the postholder will work in close collaboration with analysts and economists to provide the services they require for onward work, as well as working closely with colleagues responsible for our digital provision and for data governance.

Main Duties and Key Accountabilities of the jobholder

Accountabilities:

1. Identify and maintain the strategic direction for data strategy, data architecture, quality and contribute to Knowledge and Information Management (KIM) through the information management project board.
2. Working across the RSH to understand data needs and opportunities, design and implement our data strategy, ensuring alignment with our digital transformation efforts and, overtime, with future data needs.
3. Develop and maintain data governance, data quality, data architecture and information management processes at the RSH to meet changing needs, working closely with colleagues in Business Intelligence, Digital and Legal.
4. Ensure data science and analytical tools are introduced, maintained and are updated as requirements/ technologies change to allow efficient data analysis, reporting and visualisation in line with business requirements.

5. Working within Business Intelligence, ensure that the RSH's data collection systems and analytical tools meet the needs of the RSH, providing secure and timely access to data as it is received.
6. Working closely with digital lead, establish and maintain relationships with IT developers to ensure timely and cost-effective delivery of data storage and analytical platforms.
7. Act as source of expertise providing advice and guidance to regulatory staff and external stakeholders, on data architecture and strategy.
8. Support the Assistant Directors in Business Intelligence and others in the wider Strategy directorate in ensuring that the RSH has robust and sophisticated data and analysis in order to ensure that RSH can deliver its statutory objectives.
9. To contribute to the creation of an environment where everyone values information and supports the way the RSH governs, manages and uses it.

Duties:

1. Lead the design and implementation of the data strategy across areas including reference and master data, data models and architecture, data quality, metadata, data standardisation, data linking, data sharing and KIM.
2. Establish, manage and maintain data taxonomies, data catalogues, data dictionaries and glossaries to provide clear source metrics to allow users to find, understand, trust, and collaborate on data.
3. Establish, manage and maintain data governance, quality, access, storage, data flow tracking, reference data and data security standards as part of the delivery of an integrated data strategy.
4. Define, review, and maintain data architecture, liaising with digital colleagues to ensure compliance with development, security, and infrastructure standards where necessary.
5. Lead the development of an advanced analytics platform and data solution. Championing the use of data science, machine learning, and the regulator's secure use of AI to drive innovation and efficiency.
6. Collaborate across teams to embed data management best practices throughout the data lifecycle, driving awareness of data management policies through focused training and education programmes.
7. Keep RSH up to date with evolving data and technology trends, providing coaching/mentorship ensuring teams have the skills and resource to utilise data infrastructure, improving data literacy across the RSH.
8. Respond to ad hoc queries from internal and external stakeholders, including Parliamentary Questions and Freedom of Information requests in collaboration with relevant teams, as required and sometimes under very tight timescales.
9. Ensure all duties are carried out in accordance with team's standards, agreed ways of working, priorities and timescales.

Working Relationships and Contacts

- Regulation staff, including senior internal stakeholders whose teams produce or rely on data and data analysis, and Finance and Corporate Services, digital, data protection and data governance.
- Ministry of Housing, Communities and Local Government and other government departments.
- External providers of digital and data services.
- Homes England (including Homes England Digital) and the Greater London Authority.

- National Housing Federation, Local Government Association, Chartered Institute of Housing, and registered providers of social housing (both private registered providers and local authorities).

Role Requirements

Qualifications (academic and professional)

- Educated to degree level or equivalent experience of data strategy and data architecture delivery
- Strong experience in developing, deploying & managing Data Warehouses
- CDMP, TOGAF or BCS Certification (desirable).

Knowledge, Skills and Experience

- Extensive knowledge and experience in improving the quality of data and enabling organisations and systems to interoperate through the establishment of data architecture and standards.
- Proven record of creating and executing strategies for data and data technology that meets business needs and in creating, refining, and challenging patterns, standards, policies, roadmaps, and vision statements.
- Demonstrable specialist understanding of the overall data landscape, evolving requirements, emerging risks, technology and trends and the ability to ensure delivery against our data strategy.
- Knowledge and experience in establishing a full data life cycle for an organisation for and ability to provide leadership on all aspects of the data management life cycle across disciplines.
- Experience with cloud-based software as a service platforms (SAAS), including cloud data management, integration and data platform analytics and machine learning.
- Experience with Database and Data Warehouse design
- Proficiency in using Azure SQL Database, Azure Data Factory for ETL processes, Azure Data Lake Storage for scalable data storage, and Azure Stream Analytics for real-time analytics. Familiarity with Azure Purview for data governance and compliance, as well as Azure Machine Learning for building and deploying predictive models (desired)
- Strong interpersonal skills and the ability to work collaboratively with diverse teams to design and implement effective data management solutions to meet business need.
- Management experience and ability to motivate and develop staff.
- Proven ability to collaborate with external stakeholders.
- Excellent report writing and communication skills and a keen eye for detail.
- A good knowledge of social housing regulation, wider regulatory policy, national housing or regeneration policy would be an advantage.

General Responsibilities

- To adhere to the RSH's Equality and Diversity and Equal opportunities policies in all activities and to actively promote equality of opportunity.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with RSH Health and Safety policies.
- To demonstrate RSH core values in all working relationships within the workplace
- To work in accordance with the RSH Data Protection Policies and adhere to the Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected.