

Chief Statistician and Director of Statistics and Analytics

Department: Statistics Jersey, independent statutory unit established under Statistics and Census (Jersey) Law 2018 (“the Law”). Statistics Users Group, independent statutory body established under the Law with the primary function to oversee the quality, relevance and integrity of statistics compiled by or on behalf of a public authority. Department for Strategic Policy, Planning and Performance is the sponsor department for both independent bodies.

Reports to: administrative link to Director General of Strategic Policy, Planning and Performance solely for remuneration and benefits administration (operates with statutory professional independence in matters relating to statistics).

Job purpose

Fulfil the statutory role of Chief Statistician, leading Statistics Jersey as a robust, independent statistics unit responsible for the production of official statistics, guided by advice from the Statistics Users Group in accordance with the Law and Codes of Practice. Professional lead for public authority Heads of Practice as defined by the Code of Practice. Monitor and ensure that all public authorities (as defined by the Freedom of Information law) are producing statistics in accordance with the Code of Practice. Represent the Island internationally, ensuring that statistics and analytics adopt international best practice and promoting approaches to embedding sustainable wellbeing metrics into strategic planning and development.

Lead a centre of excellence for statistical and analytical services across government and be the principal adviser on the measurement and analysis of official statistics, wellbeing outcomes and organisational performance measurement methodologies; ensuring the development and maintenance of a coherent framework that knits these together to support better decision making.

Champion the use of data and intelligence across the Island with a wide range of stakeholders to foster evidence-based decision making to improve Islanders’ lives. Provide a compelling vision of how data can be used to provide insights, improve public services and provide public value.

Work with public service leaders to understand statistical and analytical requirements in high priority areas and deliver improvements. Build the capability and capacity of statisticians and analysts across the public service; ensure the highest professional standards, methodologies and reporting.

Job-specific outcomes

- As the Chief Statistician, be responsible for the production and publication of official statistics; providing high quality information about the economic, demographic, social and environmental situation in the Island.
- Be guided by the advice of the Statistics Users Group in setting the policies and priorities of Statistics Jersey. Advise the Group on the quality, relevance and integrity of official statistics.
- Support the development and updating of statistical legislation for Jersey, to ensure that it accords with international guidance and best practice. With the guidance of the Statistics Users Group, ensure that government and external stakeholders are effectively engaged with and lead on implementation of improvements to statistical legislation decided by the States Assembly.

- Create a centre of excellence for statistics and analytics through the provision of a central ‘hub’ sat within Statistics Jersey providing expert advice on statistical methodologies and standards, working with ‘spoke’ specialist analytical functions (focused on children, health, etc.) managed within host departments. Ensure a structured, standardised and coherent approach to statistics, analytics and performance monitoring across the public service.
- Be responsible for the development and maintenance of an overall framework for outcomes based accountability reporting, which aligns economic, social and environmental outcomes with strategic aims and operational service performance indicators; promoting informed analysis of the impact of government strategies and service delivery. Challenge and support department’s performance reporting arrangements to be able to provide assurance that underlying systems, monitoring and data meets statistical standards and can be relied upon.
- Provide regular statistical reports to support decision making by public authorities and contribute to public policy development and the delivery of public services. This will include during a new government’s Common Strategic Policy process to establish the policy objectives for its four-year term, which is likely to impact the lives of all Islanders.
- Work in partnership with others to explore and transform data to create public value. Collaborate with others to explore new data sources, including administrative data held across departments; improve the quality of their data, integrate data sets and bring forward strategies for data development. Support public conversations about the ethical and legal use of data.
- Support the development and maintenance of an integrated data strategy across all government departments and public authorities. Raise the level of data literacy across the organisation. Work with technology, systems and architecture experts to implement solutions and ways of working that will improve the analytics and statistics capability of the organisation.
- Maintain close and regular contact with the principal users and suppliers of statistical and analytical information and provide expert advice on the quality and interpretation of this information. Support better informed decision-making by public authorities, other undertakings and individuals.
- Lead the statistical and analytical profession, building capability and capacity across the public service, supporting professional development and communities of practice (including connecting with arms-length organisations), to enhance continuous improvement, innovation and learning.
- Ensuring that statistics and analytics are based on international best practise, including that the work of Statistics Jersey meets the Jersey Code of Practice for Official Statistics. Support other public authorities to adopt the Jersey Code of Practice for Statistics to ensure their publications best serve the public and are of high quality.
- Develop and maintain strong relationships with international organisations and other National Statistical Offices in order to promote Jersey’s interests, seek out innovation and develop approaches to sustainable wellbeing.

Statutory responsibilities

Fulfil the role of Chief Statistician under the Statistics and Census (Jersey) Law 2018, leading Statistics Jersey and ensuring adherence to the United Nations Fundamental Principles of Official Statistics and other established international best practice. Provide advice to, and be guided by advice from, the Statistics Users Group, in accordance with the Law and Codes of Practice.

Note: consideration of amendments to the Law are currently in progress with the objective of strengthening the professional independence of the Chief Statistician and establishing Statistics Jersey as a national statistical office to coordinate the production of statistics across all public authorities.

Active engagement, participation and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the States Assembly or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Services

- Statistics Jersey, providing an independent official statistical service (the National Statistical Office for Jersey).
- Central Analytics Team sat within Statistics Jersey, providing statistical advice and methodologies, strategic insights and analytical projects across government.
- Co-ordinate a professional and standardised statistical reporting framework for government-wide service performance measurement.
- Jersey's Performance Framework, developing standard statistical approaches to measuring the progress that Jersey makes towards achieving sustainable wellbeing.
- Collaborative problem solving of key strategic and implementation problems.
- Capability and capacity building of statistical and analytical officials, including continuous professional development, use of tools and methods, evaluation and learning.

Organisational structure

One Government Departments



Core leadership accountabilities

Ministerial relationships	Provide independent professional advice and support to Ministers, supporting better decision making when implementing their political visions and priorities into deliver of intended outcomes
Finance and performance	Be responsible for significant delegated budget and resources ensuring that they are allocated effectively for the delivery of intended outcomes in a manner which demonstrates values for money and compliance with relevant policies and guidelines
Customers and Islanders	Ensure that there is a clear and consistent focus across the organisation and its partners on delivering an inclusive and outstanding customer service experience to all customer and Islanders
People management	Provide strong and inspirational leadership, promoting a culture of high performance, continuous improvement, innovation. Be responsible for optimising workforce capability, ensuring fair and transparent approaches to talent management and resourcing decisions that promotes diversity and inclusivity. Develop workforce plans that ensure the capability and capacity required to meet current and future business requirements
Partnership	Develop effective internal and external partnerships and collaborative working to achieve the strategic vision of one island, one community, one government, one future. Act as a positive ambassador for the Island and the Government of Jersey.
Governance, compliance and organisational reputation	Provide assurance that strategic decisions are being made in accordance with governance arrangements, relevant legislation with particular reference to Jersey Laws, statutory requirements and policy and operate within an acceptable level of risk. Lead by example and behave in accordance with the code of conduct, carrying out duties within professional good practice and legal standards.

Executive traits and behaviours	
Make the right impact	Inspires others, is visible, adaptive, authentic and engenders trust
See things through	Demonstrates courage, takes responsibility, is resilient and tenacious
Move at pace	Learns quickly, is curious, agile and innovative
Makes things happen	Thinks strategically, acts tactically, creates social value through commercial approach

Creating conditions for success	
Builds powerful relationships	Achieves through influence not control, promotes teamwork and partnership
Builds and sustains effective alliances	Forges dynamic alliances with others to provide world class services
Creates capability	Successfully leads team, realises potential, creating a learning environment where talent thrives
Creates a successful team Jersey culture	Works corporately to create cohesion, breaks down silos and achieves through common goals
Generates ambition	Sets the highest performance and ethical standards, hold people to account
Delivers transformation	Articulates a clear vision, wins hearts and minds and takes balanced risks

Person Specification

Specific to the role

- Proven track record of achievement in a senior analytical, statistical or performance role across a complex organisation of a similar or larger scale.
- Demonstrable experience of working in a senior role in a highly sensitive political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders across a broad range of high profile matters whilst maintaining a clear sense of purpose.
- Strong strategic thinking capability, supported by a sound grip of strategic statistical, analytical and performance information and a detailed understanding of the economic, social, demographic and cultural dimensions of decision making.
- Ability to successfully communicate complex, sensitive or contentious information to a wide range of audiences; experience of creating documents, communications materials and supporting publications which explain complex issues clearly and accessibly.
- Knowledge and understanding of approaches to stakeholder engagement; providing insight and interpretation to better inform strategic decisions and ensure collective understanding and buy-in to statistical and analytical change in order to achieve improvements.
- Exceptional analytical and numerical skills; educated to a high level in a relevant subject (e.g. applied statistics, data science or mathematics). The post-holder should have the competencies to become a Fellow of the Royal Statistical Society and will be expected to work towards becoming a Chartered Statistician (CStat) if they do not already hold this status on appointment.

Generic to senior leaders

Demonstrate significant experience of working in a senior role in a political environment and evidence of the ability to challenge and negotiate with a wide range of stakeholders.

Demonstrate knowledge and understanding of the challenges that the Government of Jersey faces, matched with an understanding of the policy and governance requirements for the department accountabilities within the role.

Demonstrate a proactive, credible and authoritative voice on behalf of the Island. Provide evidence of successful influencing of senior government figures and counterparts, and other influential stakeholders.

Ability to build and develop strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes.

Demonstrable track record of leading, motivating and managing teams to achieve high-performing and significant sustainable service improvements and outstanding results, within agreed budgets to meet agreed targets and strategic objectives, within an organisation of a comparable scope and complexity.

Experience of developing and sustaining a culture that meets the needs of and engages with customers and staff within an inclusive, open and high-performing environment.

Demonstrable evidence of applying creative and business-like approaches to managing demand for services to deliver cost-effective and efficient outcomes.

Demonstrate the capability and capacity for critical thinking and ability to apply this insight in a practical and engaging manner.

Qualified to degree level or equivalent qualification or relevant experience in a statistical, mathematical or associated scientific area.