*The Chief Analyst…*

*…will first and foremost be an experienced analyst and analytical leader*

*…will have experience of using analysis to address politically sensitive issues within complex systems and involving multiple stakeholders*

*…will have strong general leadership and management experience, including reporting at Board level*

*…will have a comprehensive understanding of analytical techniques available (e.g. statistics, data science, epidemiology, operational research, econometrics etc) to structure and answer specific, strategic business questions*

*…will understand the principles of causal inference, and the range of quasi-experimental methods and the key principles of robust evaluation. They will also have an appreciation of the science of how systems work*

*…will have the technical skills to introduce analysts to new or advanced methods and supervise their use*

*…will be able to identify, define, and lead projects where a mixed methods approach is advantageous*

*…will have a history of improving decision quality, working with system leaders to ask the right questions*

*…will be capable of supporting advanced decision–making methods (e.g. multicriteria decision analysis)*

*…will have excellent service and academic networks, be well versed in health and care research and policy and the evidence base relating to analytical work in health and care – including what is currently known and what is at the ‘cutting edge’*

*…will have a set of communication skills that allow them to make complex analysis and data accessible to non-analysts, including helping them embrace uncertainty*

*…will have proven skills in working collaboratively (to ensure the ICS benefits from the wide range of analytical talent/teams across its geography and elsewhere)*

*…will be an enthusiastic advocate and participant in analytical development, acting as a role model and advocate for other analysts as they do so*

*…will advocate for and support the adoption of open-source software (e.g. R) and code-sharing.*