**WORKDRY INTERNATIONAL**

**POSITION DESCRIPTION:**

**Head of Data**

**LOCATION:** Head Office, Chandlers Ford

**POSITION PURPOSE:**

The Head of Data plays a crucial role in enabling our digital transformation by overseeing data strategy, governance, and analytics across the group. This role is accountable for defining the data architecture, ensuring data integrity, and developing analytical solutions that drive business insights, operational efficiency, and customer engagement.

The Head of Data ensures that the organisation maximises the value of data assets to support our overall strategy and long-term goals. This position will lead the data management and analytics teams, collaborate with various departments, and ensure that data-driven decisions are based on accurate, timely, and well-organised information.

**RESPONSIBLE TO:** Group Chief Information and Digital Transformation Officer

**REGULAR CONTACTS: External** Client and customers

Vendors and suppliers

Regulatory bodies

Auditors Consultants

Investors

**Internal** Executive leadership team – inc. Group CIDTO

Senior leadership team

IT teams

Operational Directors and Managers

Sales teams

Marketing team

Client support team

Finance teams

**MAIN RESPONSIBILITIES:**

* **Data Strategy and Governance:**  
  Develop and implement a comprehensive data strategy that aligns with business goals and digital transformation efforts. Ensure proper data governance policies are in place for data quality, integrity, privacy, and security.
* **Analytics and Insights:**  
  Lead the development of advanced analytics platforms and data solutions to support decision-making across the company. Champion the use of analytics, data science, machine learning, and AI to drive innovation and efficiency.
* **Technology Leadership:**  
  Oversee data architecture, ensuring that it supports the organisation’s data needs and aligns with enterprise standards. Lead decisions regarding data storage, processing technologies, and integration with existing systems.
* **Stakeholder Collaboration:**  
  Work closely with senior management, business leaders, and technical teams to understand data needs and opportunities. Provide actionable insights to stakeholders by transforming raw data into meaningful business metrics.
* **Data Infrastructure and Tools:**  
  Design and maintain the data infrastructure necessary for optimal storage, processing, and retrieval of large-scale data. Ensure the deployment of tools for efficient data analysis, reporting, and visualisation.
* **Regulatory Compliance and Data Security:**  
  Ensure compliance with relevant data protection regulations (e.g., GDPR) and industry standards. Implement data security measures to protect sensitive information and mitigate risks. Establish and apply policies for data usage, security and compliance.
* **Team Leadership and Development:**  
  Lead and develop a high-performing data team, both directly and virtually across the business. Foster a culture of continuous improvement, collaboration, and innovation.

The main responsibilities are outlined above. This is not a definitive list, and other tasks/activities may be necessary as the company’s commercial activities require.

**QUALIFICATIONS & EXPERIENCE:**

* **Certifications:** Relevant certifications in Azure Data Engineer or Azure Solutions Architect are highly desirable, along with certifications in data management and analytics (e.g., DAMA, CDMP).
* **Data Expertise:** Strong expertise in data architecture, data governance, and analytics, with a proven ability to deliver strategic data solutions that drive business value. Specific experience with Azure Synapse Analytics, Azure Data Lake, and Azure Databricks for large-scale data processing and analytics.
* **Technical Proficiency:** Extensive experience with cloud-based data platforms, particularly in Microsoft Azure. 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.
* **Leadership Experience:** Demonstrated experience leading data teams, driving change, and aligning data strategies with business objectives. Ability to mentor and develop data professionals with expertise in Azure data services.
* **Analytical Thinking:** Strong strategic thinking, decision-making, and problem-solving abilities, with a focus on utilizing Azure tools to drive performance improvements. Skilled in leveraging Power BI integrated with Azure for interactive reporting and visual analytics.
* **Communication and Influence:** Excellent communication skills with the ability to translate complex Azure-based data concepts into understandable insights for non-technical stakeholders.
* **Global Perspective:** Experience managing data strategies and processes at a global scale, with an understanding of regional data regulations and challenges. Skilled in using Azure Data Governance tools like Azure Purview to ensure compliance.
* **Mobility:** Ability and willingness to travel to various business locations within UK as needed.