Job title: Analyst
Current employer: NHS England and Improvement
Sector: Healthcare

Tell us about your current role and organisation.

I work as an analyst within a large team of analysts. The projects I work on vary from corporate projects to evaluations of national programmes to setting up metrics to measure the performance of ongoing and new programmes.

NHS England and NHS Improvement came together on 1 April 2019 as a new single organisation. The NHS Long Term Plan focuses on delivering integrated care to patients at the local level and we can best support the NHS to deliver this as a single integrated organisation.

Our new operating model represents a strong shift to regional delivery supported by expert corporate teams. Local health systems are supported by our integrated regional teams who play a major leadership role in the geographies they manage.

We are jointly committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all, and staff feel empowered to carry out their duties to the best of their abilities. As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff. This underpins our values as set out in the NHS Constitution, supports us to be an Employer of Choice and ultimately enables our employees to support the effective care of our patients.

The seven integrated regions of our joint enterprise will work with local systems to support and improve how care is provided to patients and communities. These regions will be supported by the corporate centre providing expertise and developing policy. The focus will be on guiding and managing the delivery of services through local integrated health systems, sustainability and transformation partnerships, and devolution areas.

What sort of person would this role suit? *(i.e. personal skills, qualities and values)*

This role would suit someone who is:

- Numerate, with experience and understanding of a wide variety of analytical methods (i.e. economics, statistics and operational research techniques) and their application, to provide high quality, timely analysis and intelligence.
- Able to structure problems and develop appropriate analytical solutions, analysing and triangulating data in innovative ways, and adapting approaches to deal with ambiguity.
- Able to take a practical approach to providing advice, giving persuasive explanations of complex concepts orally and in writing to a range of audiences, in a clear and accessible manner.

- Build and manage collaborative relationships across the health system, including internal and external policy and analytical teams, providers and clinical experts, and senior and challenging external partners and stakeholders, to ensure analyses are relevant to their needs.

What does a normal working day look like for you?

My normal day varies depending on which projects I am working on. Usually they involve meeting with stakeholders, collecting data, analysis and report writing.

How did you get to where you are now? *(i.e. what are the entry-level roles graduates would apply for to get where you are?)*

I reviewed my interests and considered my motivations. I decided that I wanted to make a positive contribution to society and found out about the NHS Graduate Management Training Scheme. I chose the health informatics stream as it seemed to be best suited to my skills in interests. From there I learned about how the NHS works and various roles within the organisation. I was then able to further plan my career path as my skills and knowledge developed. I met some inspirational people along the way who helped inform me in the way I need to shape my career.

How would you go about getting experience (*placements, work experience, internship*) in the industry you work in?

The NHS offer a range of entry level roles, internships and placements.

What are the biggest challenges you face in your work?

There has been some significant changes to my organisation and my team, so there were concerns in the organisation about this change.

What's the progression like/where do you see yourself going from here?

There are usually opportunities for progression within my organisation and in the wider healthcare system e.g. in the Department of Health, NHS hospitals, CCGs etc.

What top tips would you pass on to students interested in this type of work? *(i.e. any particular skills, knowledge, experiences, volunteering, extracurricular activities)*

I think it would be useful to gain some experience in data extraction, statistical analysis, quantitative analysis and qualitative analysis. I did some volunteering in a care home before working in the NHS and I found it motivated me in joining the NHS. I think that volunteering is a great way to explore you interests and provides an opportunity to get first-hand experience.