

Role Title: Head of Performance, Data Transformation

Salary: Special E £74,676

Location: Sir Henry Mitchell House, Bradford (Hybrid working arrangements available)

Report to: Assistant Director of Early Help

About Us

Bradford has set up a new Children and Families Trust. The Trust is commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As an organisation, Bradford Children and Families Trust is establishing our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations, putting children, young people and their families at the heart of all that we do.

Job Overview

As the Head of Performance, Data, & Transformation you will set strategic direction and lead on the integration and delivery of performance reporting, business intelligence, quality assurance, and strategic programme and service improvement across the organisation.

This role combines technical expertise in data with strategic oversight of portfolio, programme, and project management, ensuring alignment with the priorities. The organisations and the post holder will drive transformation initiatives, improve data quality, ensure effective governance, and deliver measurable outcomes that benefit children, young people, and their families.

Main Duties and Responsibilities

- Oversee the delivery of performance reporting, business intelligence, and data analysis to ensure high-quality outputs across the team.
- Oversee the development, extraction, and integration of complex data from multiple systems using tools such as SQL, Visual Studio, Power BI, and Excel.
- Monitor performance against agreed outcomes, targets, and indicators to support organisational improvements to meet KPI's.
- Deliver actionable insights to senior management, driving measurable improvements in service delivery.
- Lead, mentor, and develop the programme management team, fostering a culture of collaboration and high performance.
- Lead the development and strategic planning and delivery of the organisation's portfolio of projects, programmes and service improvement, ensuring alignment with organisational objectives and priorities.
- Establish and maintain robust governance structures to ensure accountability and quality.
- Oversee transformation activities, including, quality assurance initiatives.
- Champion project and change management best practices across the organisation.
- Support inspection planning, preparedness, and continuous improvement efforts.
- Build strong partnerships with internal teams and external agencies, such as Health, Education to integrate and align data.
- Provide mentorship and guidance to the Performance, Quality, and Programme teams, fostering a culture of continuous improvement.
- Promote a strategic vision for the organisation by embedding a performance-driven, high-quality, and programmatically aligned approach.

About You

- Leadership and Management qualification i.e. Institute of Leadership and Management (ILM), City & Guilds Leadership and Management Qualifications
- Programme Management: Certifications such as MSP (Managing Successful Programmes), or PMP (Project Management Professional).
- Data and Analytics: Certifications in SQL, Power BI, or other analytics tools (e.g., Microsoft Certified: Power BI Data Analyst Associate, or equivalent).
- Certifications or training in frameworks like Six Sigma, Lean, or ISO standards relevant to quality management can also be desirable.
- Proven experience in portfolio, programme, and project management, as well as quality assurance frameworks.
- Exceptional communication, leadership, and stakeholder management skills.
- Ability to align data, projects, and performance activities with the organisation's overarching goals and priorities.
- Strong skills in translating complex data into actionable insights to influence decision-making.
- Evaluating performance trends, programme outcomes, and data quality to identify improvement opportunities.
- Advanced skills in balancing and prioritising multiple portfolios, projects and programmes, ensuring they stay on track to deliver results.
- Experience in motivating teams, building collaboration, and fostering a culture of innovation and high performance.
- Building strong relationships with internal teams, partner agencies, and senior leadership to drive shared objectives.
- Crafting clear and compelling performance and data reports that can be understood by non-technical stakeholders.
- Strong ability to present complex technical data and project outcomes to diverse audiences effectively.
- Strong persuading skills to influence key stakeholders to adopt recommendations or changes that will improve performance and quality.
- Ability to remain resilient, focused and responsive in the face of changing priorities and challenges.
- Understanding the impact of performance improvements on children and young families, ensuring an inclusive and human-centered approach.
- Commitment to improving outcomes for children, young people, and families.

Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks, which can include a DBS check.

We are an equal opportunities employer.