| Profile Title: | Head of Innovation | | | | |
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| Reports to: | Service Director | | | | |
| Employee Management: | Up to 4 Managers<br>Up to 30 employees | **Grade:** | 15 | **Profile Ref:** | 141947 |

**BARNSLEY**
Metropolitan Borough Council

## Purpose of the Post

To act as the Council's corporate authority lead for data, artificial intelligence and automation, setting the organisation-wide strategic direction and ensuring their effective, ethical and lawful use to deliver the Council Plan, enable large-scale transformation, and improve outcomes for residents, communities and businesses.

The postholder will operate as a senior corporate leader, advising Elected Members and the Senior Management Team, leading major transformation programmes, and representing the Council regionally and nationally on data, AI and digital innovation.

## Responsibilities

- To play a lead role in the Business Unit Management Team with responsibility for developing and implementing a comprehensive strategic data and AI plan, roadmap and project backlog which is strategically aligned with the council plan priorities and outcomes

- Full corporate accountability for the development and delivery of the Council's Data, AI and Automation Strategy, ensuring alignment with the Council Plan, Medium-Term Financial Strategy, Digital Strategy and statutory obligations. Act as the Council's principal professional adviser to Elected Members, the Corporate Leadership Team and statutory officers on the opportunities, risks and implications of data and AI.

- Responsible for the integration of AI technologies to improve the efficiency, effectiveness and quality of council services to achieve Best Value.

- Own, develop, foster, negotiate, collaborate and influence effective relationships with the internal and external stakeholders, to successfully identify data analytics and AI needs and opportunities and deliver effective solutions.

- Create and lead high performing teams, including the management, coaching, appraisal and development of a team of operational service managers of data engineers, analysts, and AI specialists and embed the culture required in the organisation.

- Promote and advocate the council's use of data and AI to internal and external audiences, facilitating the organisation's cultural change to owning and recognising data as an asset and being intelligence led.

- Responsible for the collection, analysis, and interpretation of data using a full suite of technologies to inform intelligence led decision-making.

- Lead development of a culture that encourages managed risk taking and collaboration, working closely with other senior managers to drive and deliver innovation by identifying and utilising the right technologies that will move the organisation forward.

- Set challenging targets, identify appropriate measures, seek customer feedback and monitor and report on the performance of data and AI initiatives and their benefits realisation ensuring they drive continuous service improvement to ensure the highest possible quality of service delivery.

- Develop an organisation wide plan to provide quality training and development opportunities and pathways for employees to enhance their data and AI skills, supporting organisational upskilling in data and AI.

- Ensure compliance with relevant laws, regulations, and standards, including GDPR.

- Be accountable for a multi-million-pound revenue and capital budget, including the commissioning, procurement and contract management of high-value and high-risk digital, data and AI services. Exercise delegated authority for procurement decisions, contract awards and investment cases in line with the Council's Financial Regulations. Ensure all programmes deliver Best Value, demonstrable return on investment and long-term financial sustainability.

- Advocate and communicate the benefits and impact of data and AI initiatives to the council's customers, workforce, elected members, partner organisations both regionally and nationally and other stakeholders.

- Identify and mitigate risks associated with data and AI projects and support the workforce and elected members in understanding risks and available mitigations.

- Deputise for Service Director when appropriate.

| Education and Training | Measure | Rank |
|---|---|---|
| - Level 7 in relevant area (e.g. Leadership, ICT, Project Management) OR extensive equivalent professional experience and knowledge* | A/C | E |
| - *Level 5 qualification in a relevant area | A/C | E |
| - Evidence of continuing professional development. | A/C | E |
| - Project management training – waterfall or agile. | A/I | E |

| Relevant Experience | Measure | Rank |
|---|---|---|
| - *Extensive proven experience of leading large-scale data and AI projects, from planning to execution. | A/I | E |
| - Proven experience of transformational delivery including data and AI. | A/I | E |
| - Significant and demonstratable experience establishing and managing data governance frameworks to ensure data integrity and compliance. | A/I | E |
| - Substantial experience of working with diverse stakeholders including place and regional partners, government officials, community groups, and technology partners and internally at a senior and influential level within a political environment, providing clear, timely professional advice to Senior Management and Elected Members, including Cabinet Members, as well as working with central government departments. | A/I | E |
| - *Extensive and demonstratable experience of building, leading, mentoring and performance managing large multi-disciplinary teams of data engineers, analysts, and AI specialists within a fast-moving and changing environment.. | A/I | E |
| - Significant experience of leading the development of a culture that encourages innovation, managed risk taking and collaboration. Embedding innovation processes throughout business units and linking strategy execution with innovation. | A/I | E |
| - Substantial experience of driving organisation innovation through the adoption of new data and AI technologies. | A/I | E |
| - Significant experience managing budgets and resources effectively to deliver best value data and AI initiatives. | A/I | E |

| General and Special Knowledge | Measure | Rank |
|---|---|---|

| | Measure | Rank |
|---|---|---|
| • Comprehensive knowledge and understanding of the sensitivities of working within a political context in order to create and maintain effective working relationships with the most senior stakeholders, Elected Members and external partners. | A/I | E |
| • *Extensive knowledge of data science techniques, statistical analysis, and machine learning algorithms. | A/I | E |
| • *Extensive knowledge and understanding of AI technologies, including natural language processing, computer vision, and predictive modelling. | A/I | E |
| • Substantial knowledge of the structure, functions, and challenges of local government.. | A/I | E |
| • Excellent knowledge of data protection laws and regulations, ethical issues related to data and AI, including bias, privacy, and transparency and best practices for ensuring compliance. | A/I | E |
| • Applied high level understanding of project management methodologies, such as Agile and Waterfall, to effectively oversee and deliver data and AI initiatives. | A/I | E |
| • Substantial specialist operational knowledge and high-level understanding relevant to the service portfolio and the contribution of partners within this to a level that allows the postholder to act as a lead officer on behalf of the Authority. | A/I | E |

| **Skills and Abilities** | **Measure** | **Rank** |
|---|---|---|
| • High level expertise in data science tools and programming languages such as Python, R, and SQL with also the ability to analyse very complex data sets and produce actionable insights. | A/I | E |
| • Substantial proven ability to create, lead and inspire high performing teams, including the management, coaching, appraisal and development of a multi skilled workforce across a variety of. | A/I | E |
| • High level verbal and written communication skills to effectively liaise with internal and external customers to establish requirements and to effectively convey technical concepts to non-technical stakeholders. | A/I | E |
| • High level proficiency in identifying problems and developing innovative solutions using data and AI. | A/I | E |
| • Exceptional ability to lead and manage the creation and/or review of data and AI strategies which align with the council's priorities and regional and national strategies. | A/I | E |
| • Significant strategic project management skills to govern and oversee multiple initiatives simultaneously and ensure timely delivery. | A/I | E |
| • Excellent ability to work collaboratively with diverse teams and at very senior levels within the organisation and partnership arrangements, professionally dealing with tension and conflict. | A/I | E |
| • Substantial proven ability to horizon scan, with high level flexibility and resilience to adapt to changing technologies, regulations, and organisational needs. | A/I | E |

| **Additional Requirements** | **Measure** | **Rank** |
|---|---|---|
| • Be a technology evangelist within and outside the council, promoting our position in the technology and other sectors to assist in marketing the image of the borough. | I | E |
| • Willing to work agile and flexibly in accordance with policies and procedures to meet the operational needs of the council. | A/I | E |
| • Willing to undertake training and continuous professional development in connection with the post. | A/I | E |
| • Work in accordance with our values and behaviours, as part of an inclusive and high performing council. | I | E |

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|---|---|---|
| • Able to undertake any travel in connection with the post. | A/I | E |

| IMPORTANT NOTE |
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| If you **do not** hold a level 7 qualification, then you must be able to demonstrate all criteria marked with an * to demonstrate comparative experience.<br><br>If you **do** hold a level 7 qualification, it is not necessary to demonstrate that you can meet the criteria marked with an *. |