**Job description**

This is a tremendously exciting time to join Defra, which is at the heart of the UK’s future relationship with the EU and the nation’s place in the world. You will play a fulfilling leadership role in the fast paced environment of the EU Exit and International Trade directorate.

We have a fixed-term position (up to 15months) providing maternity cover as a Grade 7 Statistician (London or Bristol based). This post is advertised as level transfer for current Grade 7 Statisticians or temporary promotion to Grade 7 for below Grade 7 Statisticians. The deadline for sending complete applications is Tuesday, 24th October 2017. Please send your complete applications to Matthew Waite on (Matthew.Waite@Defra.gsi.gov.uk)

You will need to be a team-player, supporting colleagues and team members through change and bringing the best out of people to achieve the delivery of key outcomes, while bringing your technical experience and professional insight to bear on a range of policy challenges.

You will need to collaborate with and deliver through others often to short deadlines, combining responsiveness with an ability to work towards longer term goals and understand the broader strategic environment.

The post holder will be working within the flexible, multi-disciplinary, high profile EU Exit and Trade Analysis team.

The main responsibilities of the G7 Statistician in the team are:

* Line manage and lead two Higher Statistical Officers in the team while helping them develop as talented trade statisticians.
* Provide statistical expertise and guidance on trade data sources.
* Reach out to policy and analytical colleagues to identify emerging priorities and establish how data analysis can contribute effectively to delivering those priorities;
* Lead on statistical contributions around the development of data gathering and dissemination;
* Active participation in the Government Statistical Service (GSS) and Defra evidence communities.
* Develop the capability of Defra to make the best use of the latest data science techniques to influence and inform policy development.

Assessment Criteria:

We ask that candidates complete the personal statement to express their interest in the role.

Successful candidates for these posts will have demonstrated all of the three listed Civil Service Competencies and the two relevant professional competencies.

**Civil Service Competencies:**

**1) Leading and Communicating**
• Clarify strategies and plans, communicate purpose and direction with clarity and enthusiasm;

• Confidently engage with stakeholders and colleagues at all levels to generate commitment to goals;

• Lead by example, communicate in a truthful, straightforward manner, and build trust with people;

• Make clear, pragmatic and manageable plans for delivery using programme and project management disciplines;

**2) Seeing the Big Picture**
• Identify the implications of Defra and political priorities and strategy on own area to ensure your plans and activities reflect these, and relevant issues from your area are taken account of ;

• Create policies, plans and service provision to meet citizens’ diverse needs based on an up-to-date knowledge of needs, issues and relevant good practice ;

• Bring together views and perspectives of stakeholders to gain a wider picture of the landscape surrounding activities and policies ;

**3) Changing and Improving**
• Understand and identify the role of technology in public service delivery and policy implementation;

• Spot warning signs of things going wrong and provide a decisive response to significant delivery challenges;

• Encourage and recognise a culture of initiative and innovation focused on adding value – give people space and praise for creativity;

• Effectively capture, utilise and share customer insight and views from a diverse range of stakeholders to ensure better policy and delivery;

Professional GSS competencies

**1) Professional: Data Analysis**• Advocates the use of data analysis and evidence in decision making, actively participating in the business planning process to identify where input from the profession will be most beneficial and actively seeking opportunities to promote the skills and knowledge of their team

• Establishes, maintains and promotes a culture that enables team members to take responsibility for delivering high quality statistical advice, analysis and outputs based on robust methods.

**2) Professional: Presenting and disseminating data effectively**
• Understands the wider statistical position and is able to deliver the key analytical messages while taking account of the ministerial/policy standing, and retaining integrity

• Ensures statistical releases are impartial and takes steps to ensure that statements issued by others (e.g. Ministers, Press Office, others) are statistically accurate.

For GSG Competency Framework and guidance go to:
<https://www.statisticsauthority.gov.uk/gsspolicy/government-statistician-group-gsg-competency-framework/>

**Memberships**

Applicants MUST be a member of Government Statistical Service (GSS).

**Competencies**

We'll assess you against these competencies during the selection process:

* Leading and communicating
* Seeing the big picture
* Changing and improving
* Statisticians – Presenting and disseminating data effectively
* Statisticians – Data analysis

[Civil Service Competency Framework](https://www.gov.uk/government/publications/civil-service-competency-framework)

Benefits

**Pensions**

[Civil Service pension schemes](http://www.civilservice.gov.uk/pensions/) may be available for successful candidates.

Things you need to know

**Security**

Successful candidates must pass [basic security checks](https://www.gov.uk/government/publications/government-baseline-personnel-security-standard).

**Nationality statement**

Candidates will be subject to [UK immigration](https://www.gov.uk/browse/visas-immigration/work-visas/) requirements as well as [Civil Service nationality rules](https://www.gov.uk/government/publications/nationality-rules).

If you're applying for a role requiring security clearance please be aware that foreign or dual nationality is not an automatic bar. However certain posts may have restrictions which could affect those who do not have sole British nationality or who have personal connections with certain countries outside the UK.

**Selection process details**

If there is a large volume of applicants the sift will take place using **Leading and Communicating** and **Professional Data Analysis competencies for GSS.**

At interview candidates will be given the opportunity to provide further evidence against the three Civil Service Competencies and the two relevant professional competencies.

Further details will be provided to shortlisted candidates in advance of the interviews. The interviews will take place at the end of October 2017 or beginning of November 2017.

If you are successful at interview you may be considered for other posts within the Defra group Evidence Community.

Guaranteed Interview Scheme for Disabled Persons
Disabled applicants who meet the essential criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Commitment, you should complete the Equality and Diversity section that forms part of the advert. (Annex C). It is not necessary to state the nature of your disability.

Feedback will only be provided if you attend an interview or assessment.

**Nationality requirements**

Open to UK, [Commonwealth](http://thecommonwealth.org/member-countries) and [European Economic Area (EEA)](https://www.gov.uk/eu-eea) and certain non EEA nationals. Further information on whether you are able to apply is available [here](https://www.gov.uk/government/publications/nationality-rules).

**Contact details:**

If you wish to discuss anything related to the post, please feel free to get in touch with either **Matthew Waite** (Deputy Director of EU Exit and Trade Analysis team and current line manager for the post) on**Matthew.Waite@defra.gsi.gov.uk**or current post holder **Hacer Bickerton** on (Hacer.Bickerton@defra.gsi.gov.uk).