

Job pack



Message from the President and Principal

Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal

Our strategy 2030

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity. By 2030, we will be the most inclusive university of its kind, anywhere. We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are proud to be part of the University. Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

We are **inclusive**, supporting talented students and staff regardless of their background, and engaging with our local and global communities.

We are **proud** of the difference we can all make when we work collectively.

We are **ambitious**, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.

We are **collegial**, promoting a strong community through openness, listening, understanding, co-operation and co-creation.

We are **ethical**, acting with the highest standards, and with integrity, in all that we do.

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Staff benefits

- Annual leave – the full-time annual leave entitlement is 30 working days (not including bank holidays).
- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)
- [On-site day nursery](#)

Job description

Job details	
Job title	Space and Workplace Data Analyst
School/Dept/Institute Centre/Faculty	Professional Services / Estates and Facilities / Property and Space Management
Reports to	Head of Strategic Space Management
Grade and salary	Grade 4 (£34,220 - £40,194)
Hours per week	Full-time (35 hrs)
Appointment period	Indefinite
Current location	Mile End Campus
Work activity type	Admin/Operational/Technical and Support

Job context

Queen Mary University of London is one of nine of the UK's most foremost research-intensive higher education institutions, ranked ninth amongst multi-faculty universities in the 2014 Research Excellence Framework and receiving a Silver rating in the 2017 Teaching Excellence Framework.

The role is based in the Property and Space team, which supports the university in planning the provision and use of space within the Estate. The Property and Space Management team form part of the Estates and Facilities Directorate and are responsible for estate management, property acquisitions and disposals, contributing to the development of Estates strategies, maintenance of the property space database and space planning.

The university has three main sites; Mile End, Whitechapel and Charterhouse Square, with further accommodation on the Barts and The London site at West Smithfield and the Centre for Commercial Law Studies based at Lincoln's Inn Fields. The University Estate comprises 76 buildings including the residential estate, and a total gross internal area of approximately 235,000 square metres.

Job purpose

As a member of the Property and Space Management team, the post-holder will use their relationship building, data and analytical skills and understanding of space and workplace management to build on and develop the analytical capabilities of the Property and Space Management team. This involves helping the team and stakeholders to make the most of the available data, to improve data quality, make evidence-based decisions which improves space utilization, quality of space for staff and students and supports the delivery of Strategy 2030.

Main duties and responsibilities

- Extract and transform complex data from cleansed datasets (HR, students and space) and source systems (such as the space database) in order to enable subsequent analysis, report writing or dashboard production.
- Develop, maintain and share expert knowledge on the university's selected data extraction, transformation and analysis software and methodologies.
- Develop, maintain and share knowledge of the way that data is stored within source systems.
- Analyse data from cleansed datasets, source systems and external sources (e.g. HEIDI+) and convey findings to colleagues either verbally, in the form of written reports or via dashboards.
- Develop dashboards using the university's selected data visualisation technologies (currently Power BI).

- Develop, maintain and share knowledge within Estates and Facilities on best practice in information presentation.
- Fulfil the delivery of analyses and reports relating to externally published data and information.
- Topics may include, but are not limited to, space utilisation, demand and supply planning, space functional suitability, building age and condition as well as Estates Management Report (EMR) benchmarks.
- Fulfil the delivery of analysis and reporting of Key Performance Indicators (KPIs) monitoring.
- Collate information and prepare the EMR return for sign-off by the Assistant Director of Property and Space Management.
- Provide general administrative support for benchmarking, process improvement, project tracking and risk area (e.g, arranging meetings, taking minutes and maintaining webpages etc.)

The above list of responsibilities is not exhaustive and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.

This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.

Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

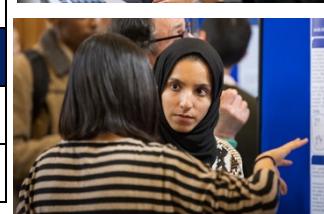
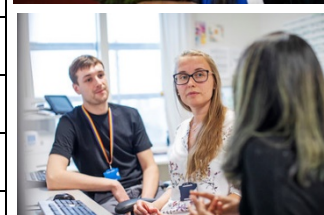
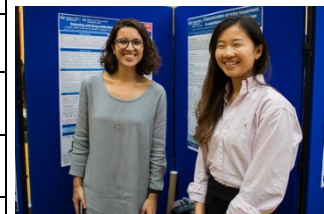
Person specification

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Qualifications	Essential	Desirable
Honours degree or equivalent work experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience/Knowledge		
Experience of working within the area of data and analytics	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable experience of working on reporting projects	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Knowledge of the latest data/information technologies and methodologies	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable experience in contributing to improvement of information provision	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable experience of extracting data from relational databases	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of space and workplace management	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Skills/Abilities		
Advanced level in programming or SQL querying or data preparation tools such as Alteryx (or similar)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advanced IT, numeracy and analytical skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Business analysis skills (or the desire to acquire)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Advanced project management skills or willingness to learn	<input checked="" type="checkbox"/>	<input type="checkbox"/>
High level of skill and ability in producing, interpreting and presenting complex data and information	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent attention to detail	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to work as part of an innovative and customer focused team	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent communication and interpersonal skills	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Able to work flexibly, as necessary, to meet targets	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other		
Attendance at sector groups or events relevant to role	<input checked="" type="checkbox"/>	<input type="checkbox"/>
*The ability to meet UK 'right to work' requirements.dx	<input checked="" type="checkbox"/>	<input type="checkbox"/>



* The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment. Candidates shortlisted for interview will be asked to bring their passport or another acceptable [form of evidence](#) to verify their right to work.

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered highly

skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Tier 2 (general visa). For further information on this, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>



Equal Opportunities

Queen Mary University of London is a Russell Group University with a difference. Our vision is to be recognised across the world as the most inclusive research-intensive University. We will strive to achieve that goal.

To all the communities at Queen Mary, inclusivity is key to who we are and to achieving all our ambitions.

We are a multi-faculty institution teaching undergraduates and postgraduates across all the major disciplines. We offer more than 280 undergraduate courses. We have world-leading research across disciplines and were ranked 5th in the UK in the last Research Excellence Framework (REF) for the quality of our research outputs, and continually challenge ourselves to ensure we have an environment where everyone feels included and can flourish.

We are very proud of our teaching and learning and were awarded a 'silver' in the Teaching Excellence Framework (TEF) (2016-17). We are also deeply embedded in the local community and were the first UK University to be awarded an Engage Watermark Gold award for public engagement by the National Coordinating Centre for Public Engagement.

Unlike many other Russell Group universities, we attract a very diverse student population. Of our 25,000+ students, over 30 per cent are from non-EU overseas countries, and 9 per cent are from the EU. Our international students are drawn from over 160 countries. 90 per cent of our home students are from state schools, 59 per cent are Black Asian Minority Ethnic (BAME), 42 per cent are the first in their families to go into higher education and over 30 per cent are from households where the household income, as assessed by Student Finance England, is less than £15,000.

We attract a lot of local students, owing to our strong relationships with schools in the surrounding boroughs, coupled with a strong reputation for inclusivity. 37 per cent of our students commute to our campuses daily. Our staff body is also diverse and is drawn from over 162 countries.

Inclusivity is one of our fundamental core values at Queen Mary: it is intrinsic to who we are. Our diversity of cultures and backgrounds is key to the vibrancy of our community and to the knowledge and ideas we are able to generate and pass on; without that diversity, we would not be who we are. We are extremely proud that we attract such a diverse staff and student body, and are fully committed to providing an environment where everyone is supported to flourish and fulfil their potential, irrespective of their background.

To be truly inclusive requires sustained, proactive, hard work, and we know there are areas where we have work to do. Our core objectives are focused on reducing the BAME attainment gap and increasing the proportion of female and BAME staff at the higher grades, both for academics and for Professional Services. We are looking to see how we can 'hard-wire' inclusivity throughout all our policies and practices: we do not see this work as belonging to one team or unit, but rather as being embedded in all that we do.

Being inclusive makes us better at everything we do, it improves our daily lives and the delivery and impact of our work.

EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI) and champions a number of EDI initiatives across the University. Queen Mary holds a Silver Institutional [Athena SWAN](#) award for advancing gender equality, and is also a [Stonewall Diversity Champion](#) and commits to advancing LGBTQ+ inclusion by submitting to the [Stonewall Workplace Equality Index](#). We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#). We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do. EDI is built into everything we do at Queen Mary, and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible working:

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need. Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies:

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.



Further Information

Details about the Estates and Facilities Directorate can be found at:

<http://www.estates.qmul.ac.uk/>

Informal enquiries should be made to:

Name: Gareth Gilmer

Tel:

Email: g.gillmer@qmul.ac.uk

General Information

Please note that we advertise our salaries on a range to indicate the trajectory of progression that can be made. Appointments are usually made at the start of the salary range. The Queen Mary salary structure includes automatic pay progression within the published grades, subject to service, funding and performance. In addition to this, there are performance related annual pay review schemes in place

