

Everything you need to know about being our Performance Analyst

You'll play a key role in analysing and improving organisational performance by collecting, interpreting, and presenting data to support strategic decision-making.

You'll work closely with senior leadership, project teams, and other stakeholders to ensure data-driven insights lead to continuous improvement and operational excellence.

What you'll do

- Oversee the development of high-level, executive-ready reports and visualisations that provide clear, accurate, and insightful information to senior leadership, directly supporting strategic decision-making processes.
- Strategically partner with leadership and cross-functional teams to define and implement key performance indicators (KPIs) aligned with organisational objectives, establishing sophisticated tracking mechanisms and frameworks.
- Proactively identify systemic inefficiencies and develop comprehensive, data-driven recommendations with a focus on significant organisational impact and long-term performance enhancement.
- Drive collaborative efforts across the organisation to ensure strategic alignment on overarching performance goals, metrics, and reporting standards.
- Drive the implementation and optimisation of advanced reporting tools and dashboards to provide scalable and sophisticated performance tracking and analysis capabilities.
- Work closely with the engineering team as an SME on continuous improvement of internal data infrastructure.
- Continuously evaluate and refine data collection, analysis methodologies, and reporting frameworks to ensure maximum accuracy, strategic relevance, and impact on organisational performance.
- Deliver tailored training and support to build organisational capability in understanding and using performance reports and KPIs for informed decision-making.

What you'll bring

- Proven experience in a similar role, with strong analytical and problem-solving skills **(A,I)**
- Knowledge of and cross transferable expertise in a range of relevant tools is essential. For example: SQL, Python, R, Tableau, PowerBI, SPSS **(A,I,T)**
- Knowledge of qualitative or quantitative research methods, research ethics and research design is essential **(A,T)**
- Experience in creating and delivering reports that effectively communicate insights and recommendations **(A,I)**
- Experience of managing complex data sets and drawing original insights from organisational performance data to inform executive board decision making **(A,I)**
- Demonstrable ability to foster a collaborative environment and enable people to get the most out of their data **(I)**
- Excellent communication skills to engage with people at various hierarchical and technical levels within the organisation **(I)**
- Experience of developing charity performance and impact frameworks, and using impact reporting to tell the charity's story **(A)**
- Proven ability to simplify complex data concepts and engage diverse stakeholders to improve performance literacy across an organisation **(I)**
- A proactive approach to identifying opportunities for improvement and driving positive change **(I)**

Assessed by: (A) application stage (I) interview stage (T) assessed by a task/presentation

A bit more about the role

You'll report to the **Head of PMO**

Your contract will be **permanent**.

You'll work **35 hours per week**.

This role is **hybrid** and your in person working depends on your team agreement, requirements of the role and led by activity based principles. The in person/office attendance expectation for this role will be a **minimum of 2 days per week**.

You'll be paid **£48,672 per year (Travel expenses to the UK office are not covered by the charity)**

Your main relationships will be with:

- **Data & Insight team**
- **Risk & Assurance team**
- **Business teams**
- **Project teams**

Be part of the Operations directorate

We enable, build and develop strong foundations that deliver a clear vision and strategy, expertise in people, technology and innovation, all underpinned by comprehensive insights and data.

In partnership we'll continually inspire, collaborate and make the charity the best it can be, by focusing on our culture, ways of working and delivering a robust technology infrastructure. We'll work across the organisation to realise our shared ambitions and deliver on those plans

What we offer

We recognise that our greatest asset is our people! And our benefits reflect our commitment to nurturing a thriving and fulfilled workforce.

Our benefit package is designed with your well-being in mind. From reward, health and wellness initiatives, learning and development opportunities and a range of perks tailored to enhance your work-life balance.

To find out more about what we offer, follow this link

Our benefits, and what we offer can be found on our website:

<https://www.parkinsons.org.uk/about-us/benefits-working-us>

What we do and how we do it

Our vision • our ultimate aim

Together we will find the cure, and improve life for everybody affected by Parkinson's.

Our social mission • what we deliver

We're a people-powered movement. On the verge of major breakthroughs in Parkinson's. By uniting we will find a cure. Together, we will help people get the best care and will ensure everyone sees the real impact of Parkinson's.

Our values • the way we work

- **People-first:** We're a strong movement for change, informed, shaped and powered by people affected by Parkinson's. We value and support each other.
- **Uniting:** We're people with Parkinson's, scientists and supporters, fundraisers and families, carers and clinicians. We're working, side by side, to improve the lives of everyone affected by Parkinson's
- **Pioneering:** We innovate across everything we do. Creative, courageous and with pioneering spirit, we strive to continually improve.
- **Driven:** We live and breathe our purpose. We set clear goals and strive to deliver the greatest impact for people affected by Parkinson's.