

Data Scientist

Salary: £45,239 per annum plus £4000 London Weighting if applicable

Role: Full time (flexible working considered), Permanent

Location: Agile working with Leeds or London base and occasional national travel

Closing date: 9th February 2026 (midnight)

Interview Date: 25th February 2026



We are NHS Employers

We are the employers' organisation for the NHS in England. We support workforce leaders and represent employers and systems to develop a sustainable workforce and be the best employers they can be. Find out more about NHS Employers [here](#).

We are part of the NHS Confederation. Find out more about [our governance and accountability](#) on the NHS Confederation website.

We promote collaboration and partnership working as the key to improving population health, delivering high-quality care and reducing health inequalities.



<https://vimeo.com/958447704/8974642db1?share=copy>

The role

Data Scientist



Role Responsibilities

- Programme manage and lead the delivery of analytical work programmes of the Employment Relations and Reward Directorate by providing expert workforce intelligence, statistical and analytical support to the development, negotiation and implementation of pay and workforce strategies for the NHS in England.
- Develop and maintain effective relationships with employers in the NHS, NHS Digital, NHS England, Health Education England, Department of Health & Social Care, Office of Manpower Economics and in the NHS Trade Unions e.g. UNISON, RCN, BMA.
- Develop appropriate methodologies to model the costs of pay systems (in-year and over multiple years) and to assess the financial and non-financial implications of making changes to these systems;
- Create “what if scenarios” to examine the potential costs and benefits of potential pay policies.
- Produce clear and concise written reports detailing analytical methodologies used, with results and conclusions.
- Create and maintain query databases holding workforce and pay data.
- Convert policy questions into technical specifications for data and analysis work.
- Produce tools/guidance to support employers in understanding the financial impact of new pay systems and opportunities for benefits realisation;
- Provide analytical support in the commissioning of surveys, data collection exercises and communication products.



About you



Essential criteria

1. Expert in Excel and Access
2. Significant relevant experience of using their analytical expertise to model complex scenarios.
3. Excellent written and oral communications skills, in particular the ability to convey the results of complex analysis and modelling to non-technical specialists, and senior management.
4. Ability to grasp complex issues quickly and to interpret them for a variety of audiences.
5. Able to proactively manage own programme of work, adjusting priorities responsively when necessary.
6. Up to date knowledge and understanding of employment relations and pay and reward issues.
7. A strong understanding of the key NHS workforce issues and how this affects delivery of NHS services.
8. Well-developed understanding and awareness of the political climate in relation to the NHS and its workforce

Our offer



Salary and contract arrangements

Pay

The salary for this role is **£45,239 per annum plus £4000 London Weighting if applicable**

Where will I be based?

This role is agile based in our Leeds/London office, which is a mix of home and office working. There will be an expectation for some UK travel.

Working pattern

This position is available for up to **full time, 36.5 hours per week**. Consideration will be given to any variation of this; your needs should be discussed with the hiring manager if you are invited to interview.

Contract type

This role is being offered on a **permanent** basis.

Pensions

We offer a Group Stakeholder Pension Plan administered by Scottish Widows.

You will be automatically enrolled onto the scheme after 60 days of employment with the NHS Confederation if you meet the criteria. The organisation will contribute 6 per cent of basic pay providing that you contribute 3 per cent of your basic pay.

If you are currently a member of the NHS Pension Scheme and have not had a break in contributions for more than 12 months, you can continue with that scheme for up to five years from joining the organisation.

Benefits

Annual leave

- **Entitlement:** You will have 30 days holiday per annum plus bank holidays; this is pro-rated for part-time staff. This increase by 2 days after 6 years service with the NHS Confederation
- **Buying and selling annual leave:** You will have the opportunity to opportunity to buy or sell up to one working week's leave (pro rata for part time).

Financial

We provide access to discount schemes with a range of different retailers along with access to a greener car scheme and cycle to works schemes

We also provide enhanced pay benefits for maternity/paternity/adoption and shared parental leave.

Health and wellbeing benefits

We also offer access to a range of health and wellbeing benefits including:

- | | |
|-----------------------------------|---------------------------------|
| • flexible working arrangements | • flu jabs |
| • employer supported volunteering | • sabbaticals |
| • wellness action planning | • occupational health |
| • eye tests | • employee assistance programme |

Application process



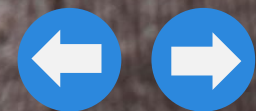
To apply for this post, you will need to complete the online application process.

1. **[Access the online application form here.](#)**
2. **Submit your application** by no later than 11:59pm on the 9th February 2026
3. **Interviews and assessment** will take place 25th February 2026

Timetable *(subject to confirmation/change)*

Closing date	11:59pm on 9 th February 2026
Shortlisting	From 10 th February 2026
Informal telephone conversation	Arrange with Rob Rowell at Rob.Rowell@nhsemployers.org or 07483 091573
Interviews and assessment	25 th February 2026
Notification of outcome	w/c 2 nd March 2026

Our values



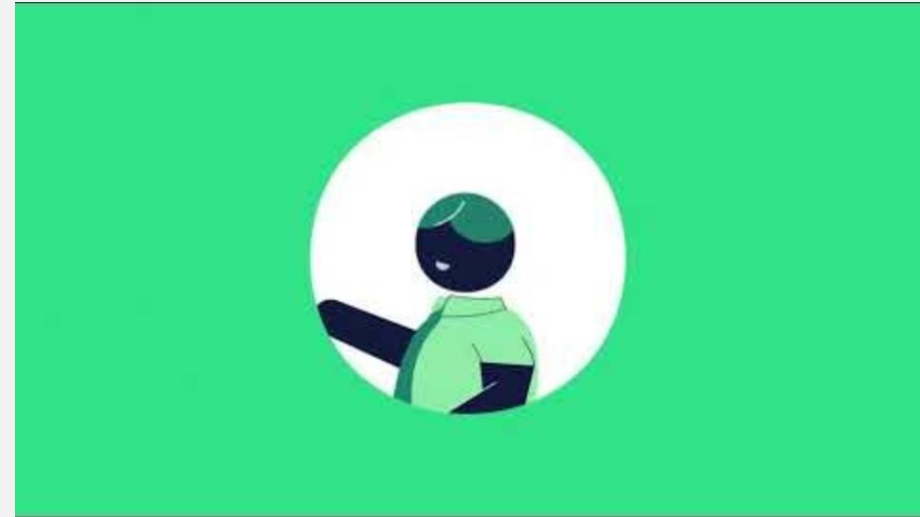
Values and behaviour

NHS Employers has a set of core values to help shape the culture and character of the organisation, as well as guide the decisions that we make and the way in which we behave.

Our values

- **Respectful**
- **Inclusive**
- **Bold**
- **Collaborative**

And we **act with integrity**



<https://youtu.be/heSTbYt10bk?si=sOhJvqVD4c4phEpw>

Everyone should be treated with respect and dignity and receive encouragement to reach their full potential.

Our equal opportunities statement

We are committed to eliminating discrimination and encouraging diversity among our workforce.

Our aim is to develop working practices and create a working environment which enables staff:

- to be treated with respect and dignity
- to be treated fairly regarding all procedures, assessments and choices
- to receive encouragement to reach their full potential.

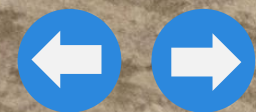
We will therefore seek to ensure all staff are free from unlawful discrimination, victimisation, or harassment on the grounds of:

- race (including ethnic origin, colour, nationality, and national origin)
- gender (including sex, marital status, or gender reassignment)
- disability of any kind
- religion or belief
- sexual orientation
- age
- trade union activity
- marriage and civil partnership
- pregnancy and maternity.

Our commitment applies to all aspects of employment including:

- recruitment and the advertisement of jobs
- terms and conditions of employment
- training, career development and promotion
- grievance and disciplinary procedures.

FAQs



1. Can I apply if I don't currently work in the NHS?

Yes. We welcome applications from any suitably qualified and experienced individual.

2. Is this role suitable for part-time working?

The role is available for up to full time, 36.5 hours per week. However, we will consider any applications to work part time and your specific needs should be discussed with the hiring manager if you are shortlisted.

3. Will the role involve travel?

Yes. There is an expectation that there will be the need to travel to Leeds, London and other UK destinations

4. Where is the role based?

We have an agile working approach. If you have any specific needs, you should discuss these with the recruiting manager.

5. What pre-employment checks will be carried out?

We will check to ensure that you have the right to work in the UK. In addition, we require a minimum of two references, one of which must be from your current or most recent employer. All offers of employment are made subject to the declaration of any unspent convictions in line with the Rehabilitation of Offenders Act 1974. To assess that you are fit to fulfil the role and to identify whether any reasonable adjustments may be required, you will be asked to complete a pre-employment health questionnaire. You will be referred to occupational health for assessment if required.

If you have any other queries, please contact Rob Rowell

Rob.Rowell@nhsemployers.org
07483 091573

Thank you for your interest in this role

