

Lead Data Analyst, Sports Grounds Safety Authority

Secondment opportunity / Fixed Term Appointment

Position: Lead Data Analyst, Sports Grounds Safety Authority

Start Date: September/October 2018

Appointment type: 6-7 month secondment/fixed term appointment (ending end March 2019)

Grade: Civil Service SEO (for civil servants, this role is open to permanent SEOs and HEOs and HEO(D)s on temporary promotion)

Salary: £32,152-£37,877

Manager of post: SGSA Senior Policy Advisor

Location: SGSA HQ, London Blackfriars

Flexible working: The SGSA supports flexible working, with the option to work from home for 1 or 2 days per week. Job share arrangements would also be considered.

Deadline for applications: 19th August 2018

About the SGSA

The SGSA (formerly the Football Licensing Authority) is the UK Government's expert body on spectator safety at sports grounds. Set up after the Hillsborough disaster, our purpose is to ensure sports grounds are safe for everyone. Every weekend we help millions people enjoy watching football and other sports in a safe and secure environment.

To achieve this, we work with the 92 Football clubs in the Premier League and the Football League, Wembley Stadium and Principality Stadium, as well as local authorities, the Premier League, the Football League and the FA to ensure safety is prioritised. We write guidance including the Guide to Safety at Sports Grounds ("the Green Guide") and carry out a range of statutory functions in relation to football in England and Wales and advisory functions in relation to other sports both within the UK and internationally. Our core statutory functions are set out in

the Football Spectators Act 1989 and the Sports Grounds Safety Authority Act 2011. We have an important statutory responsibility to regulate local authorities in their oversight of safety at the 92 football clubs in the Premier League and the Football League, and at Wembley and the Principality Stadium football grounds. We also issue licences to those 94 stadia to enforce the Government's all-seater policy.

The UK's expertise on sports ground safety is respected globally. Our core guidance document, the Green Guide, is used internationally by stadia designers, architects and others working in sport safety and is considered to set the standard in safety at sports grounds. We are publishing a new sixth edition of the Guide later this year.

The SGSA is an arms' length body of around 20 people with an annual budget of around £1.5 million. We are a small, dynamic team with London HQ at Blackfriars and other inspectorate staff working from home across the country.

Current context

In 2011 the Sports Grounds Safety Authority Act enabled us to provide advice to sports other than football, and to countries around the world. Over the last five years we have expanded our work with other sports in the UK and explored international opportunities working with countries including Australia, Uruguay and Brazil on projects to provide advice on safety at sports grounds whilst continuing to perform our regulatory role in the UK.

On 1st February 2016 we published a new organisational strategy. This reflects the Government's aspiration for us to generate income including taking a more commercial approach to providing our advisory services to off-set the organisation's costs and reduce the grant-in-aid funding we receive. The strategy is clear that in becoming more commercial we will not compromise our core values of integrity and independence, which are an important organisational strength. We will be a non-profit organisation, generating income which is reinvested in our front line services. To achieve this, we are growing our international and advisory work in a more commercial way.

Last year we consulted on a wider understanding of the definition of safety in relation to the scope of safety certificates issued by local authorities to football grounds. This widened the previously understood scope to include protection from the risks of terrorist activity, among other things. We are working closely with local authorities and football sector to embed this approach.

Persistent standing in seated areas is an issue of significant concern to the SGSA. We are concerned about the safety challenges of large numbers of spectators standing in seated areas, which are not designed for standing. This is a long-

standing issue in the sector and in the last year we have been focussing on the issue and seeking a way forward for the resolution of the safety risks it presents. Getting the evidence and data right on this challenging issue will be key.

The Government's all-seater policy has been under increased scrutiny in recent months, culminating in a debate in Parliament on 25th June. At this debate the Sports Minister, Tracey Crouch MP, announced that Government would be commissioning an external analysis of evidence in relation to the all-seater policy. The scope of the work will be defined in conjunction with the SGSA.

Role details

This is an exciting opportunity to shape and lead an organisation's approach to evidence and data in a delivery-focused environment. You will work to the Senior Policy Advisor at the heart of a small, flexible organisation using your strong analytic skills to guide the SGSA in accessing and analysing relevant and reliable data and setting the framework to enable the SGSA to put it to better use across all activities. You will have a key role in moving the SGSA to an organisation that is able to use data as a matter of course to understand, evidence and illustrate issues and decisions.

The successful applicant's responsibilities will include:

- Development of an evidence and data strategy for the SGSA, which will set out how we will use data more effectively to inform our policies and regulatory approach. The strategy will be the start of the transformation of the SGSA's relationship with data; improving the way that the SGSA gathers, manages and uses data and information. This will involve developing:
 - A clear *statement of the SGSA's business requirements* for evidence, information and data.
 - Appropriate *data models* that take into account sources, data classification and taxonomy.
 - A *framework and toolkit* to guide the SGSA in ensuring that evidence, information and data is used to inform all activities and use this to illustrate its application to agreed project(s).
 - A *Strategy document* that brings together the above into a coherent strategy.
- Working closely with the SGSA Senior Policy Advisor and DCMS on the Government's analysis of evidence relating to the all-seater policy. This may include considering what additional data, and in what format, could be requested from grounds to improve data on the scale of persistent standing.

- Analysis and interpretation of data received from football grounds as part of 2018/19 Licensing process to identify key information and disseminate within organisation.
- Analysis of injury statistics data received from football grounds for 2017/18 season.
- Working with the Lead Policy Advisor to assess the impact of policies and procedures as needed, seeking to ensure a robust evidence base.

There will also be opportunities to get involved in other areas of the organisation's activities in a flexible way. The SGSA is a small organisation with many opportunities to get involved in a diverse range of activities. We are very happy to discuss how we can tailor the role to individual's development priorities.

Skills and competencies

The following Civil Service Framework competencies are essential for the role:

- **Seeing the big picture:** In order to successfully shape the evidence and data strategy the successful applicant will need to identify the strategic priorities for the SGSA. This will guide the development of the SGSA's business requirements and framework and ensure that the toolkit remains consistent with the SGSA's needs.
- **Making effective decisions:** The successful applicant will need to take an evidence-based and robust approach to making decisions and informing the SGSA's regulatory approach. This will include identifying a broad range of relevant and credible information sources and recognising the need to collect new data when necessary from internal and external sources.
- **Leading and communicating:** The successful applicant will need to be able to clarify purpose and direction, while listening to, collating and responding to the views of others. This work will require someone who can drive it forward proactively, with an ability to persuade others on complex topics.
- **Collaborating and partnering:** In order to fully draw out the needs of the SGSA the successful applicant will need to take an open approach to consultation and involvement of SGSA staff. They will need to develop effective working relationships with other Government bodies to obtain their advice and build on established good practice.
- **Delivering at pace:** In order to complete the Strategy the successful applicant will need to deliver a complex programme of work to a challenging timescale. The successful candidate will need to hit the ground running.

The successful applicant will also be able to demonstrate their ability under the 'Capable' theme of the [Government's Statistician Group \(GSG\) Competency Framework](#).

In addition, applicants will benefit from having:

- Experience of working within central Government or a Government Arms Length Body
- Strong, proven analytical skills including an appreciation of the different analytic disciplines
- Good presentational and writing skills
- A high degree of self-motivation and a positive, proactive approach to contributing as part of a team.

Applicants do not need to have technical safety expertise or a background in safety at sports grounds.

How to apply

For a conversation about the role and whether it might be the right secondment for you, please contact Daniel.heath@sgsamail.org.uk

To apply for this role please provide:

- Your CV detailing relevant experience; and
- A two-page statement of suitability for the role, setting out how you meet the skills and competencies set out above. It should also explain why you are interested in the role.

Responses should be submitted to Daniel.heath@sgsamail.org.uk by 19th August 2018.

Sifted candidates will be invited to interview. Feedback will only be provided to candidates who are interviewed.

Other terms and conditions

Civil Service terms and conditions, analogous with those of staff at the Department for Culture, Media and Sport

Hours of work: 36 hours per week not including meal breaks

Annual leave provision: 25 days plus public and privilege days

Pension arrangements: Principle Civil Service Pension Scheme