Head of Data

Job Pack

November 2026

for healthy East London lives



About Barts Charity

For healthy East London lives

As East London's oldest healthcare charity, we've been at the forefront of advancing healthcare in our community for hundreds of years. The hospitals we support strive to provide excellent care to their patients, through the highs and lows. Yet too many people's lives in East London are affected by ill health.

As the dedicated charity for Barts Health NHS Trust, we support St Bartholomew's, Whipps Cross, Newham, The Royal London, and Mile End hospitals. We're also partnered with the Faculty of Medicine and Dentistry at Queen Mary University of London and the School of Health Sciences & Psychological Sciences at City, St George's, where we fund world-leading medical research.

Together with our partners and supporters we make better healthcare possible. We invest in inspiring people and projects that have the greatest impact on the health and lives of local people. And as our local community is one of the most diverse places to call home, what makes a difference in East London has the potential to touch lives across the world.

For more information about Barts Charity, please visit our website.



We are committed to

Professional development

At Barts Charity, we prioritise continuous learning and professional growth, ensuring our staff have access to both group and individual development opportunities so that staff make the best contribution they can, enjoy good job satisfaction and progress their careers.

Regular training sessions cover a range of hard and soft skills, including Unconscious Bias, Feedback, Assertiveness, and EDI Awareness. We also offer tailored programmes like a New Manager Bootcamp and Fundraising Skills training.

Employee wellbeing

We promote a supportive working environment where colleagues feel comfortable having open conversations about wellbeing and mental health. Staff and managers have access to internal support, as well as confidential external support through our Employee Assistance Programme.

All new starters are assigned a buddy to help them settle in and navigate their induction.

EDI and Inclusive Recruitment

We want everyone connected with Barts Charity to feel valued and respected. We will create and sustain a truly inclusive culture where everyone feels they can contribute. We know that this will take action and we must keep working at it. Find out more about our Commitment to Equity, Diversity, and Inclusion.

We recently carried out an Inclusive Recruitment Audit and provided inclusive recruitment training for hiring managers to help strengthen our recruitment practices. We remain committed to reviewing and improving our approach to inclusive recruitment.

We welcome applications from people of all backgrounds. As a Disability Confident Committed employer, we're committed to supporting disabled people and those with long-term health conditions, including making reasonable adjustments throughout recruitment and employment.

About the role

Head of Data



Role overview

Job title	**Head of Data**
Salary	£75,000 - £80,000 per annum
Contract	Permanent
Location	Ground Floor, 12 Cock Lane, London EC1A 9BU - Fully accessible office.
Hybrid Working	Hybrid working, with two anchor days in the office (Tuesdays and Wednesdays) and other days remote. Additional office attendance may be required.
Flexible Working	37.5 hours per week, with core hours of 10am–4pm. Flexible working requests will be considered in line with our policy.
Department	People & Operations
Reports to	Chief Operating Officer
Annual leave	30 days plus bank holidays
Pension	10% employer contribution
Benefits	• Employee Assistance Programme and mental health support • Regular training and individual development • Private healthcare insurance (subject to eligibility following probation) • Interest-free season ticket loan (subject to eligibility following probation) • Social events within office hours



Hiring Manager

Fiona Bickley, Chief Operating Officer
Fiona has worked at Barts Charity for 16 years. As Chief Operating Officer, she oversees People & Culture; Data, Digital and AI; Legal, Governance & Risk, alongside supporting the development and delivery of the charity's strategy.





What does the role involve?

Overview and job purpose

As our first Head of Data, you will lead the development of Barts Charity's data architecture, integration and governance, supporting delivery of our Data, Digital & AI Strategy 2027–2032.

Working closely with the COO and senior colleagues, you will combine strategic leadership with technical expertise to establish trusted data foundations, improve organisational insight and build data capability across the charity.

Key role deliverables

- Lead the delivery of the data elements of our Data, Digital and AI Strategy, translating priorities into a clear and achievable plan.
- Establish and own our data architecture, shared data models and integration across core systems, including Salesforce and Business Central.
- Develop robust data governance, quality standards and a trusted, consistent 'single view of truth' across organisational data.
- Build data capability across teams, establishing a centre of excellence and growing a dedicated team over time.
- Work with senior leaders, colleagues across the charity and external partners to strengthen evidence-based decision-making and establish the foundations for responsible AI, automation and advanced analytics.



Who we're looking for

Key skills (essential)

Strategic Leadership and Influence
Ability to shape data direction, influence senior colleagues and lead organisational change.

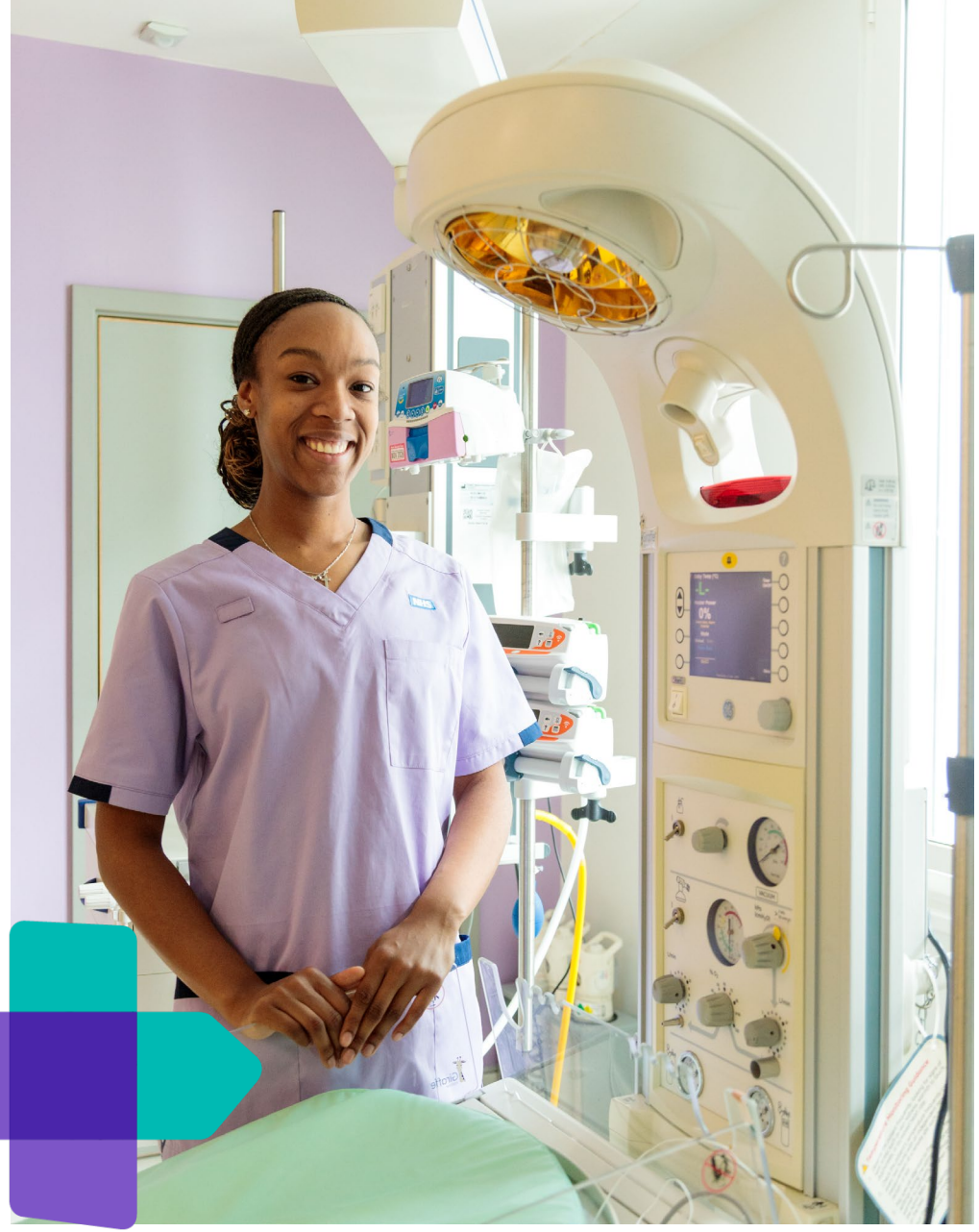
Technical Leadership and Judgement
Confidence to make independent technical decisions and establish clear data architecture and governance principles.

Data Culture and Engagement
Ability to bring colleagues together, build data confidence and encourage evidence-based decision-making.

Communication
Ability to explain complex technical concepts clearly and engage colleagues with varying levels of technical knowledge.

Analytical Thinking and Problem-Solving
Strong analytical skills, sound judgement and the ability to develop practical, proportionate solutions.

Planning and Prioritisation
Ability to manage competing priorities, balance strategic objectives with available resources and deliver improvements incrementally.



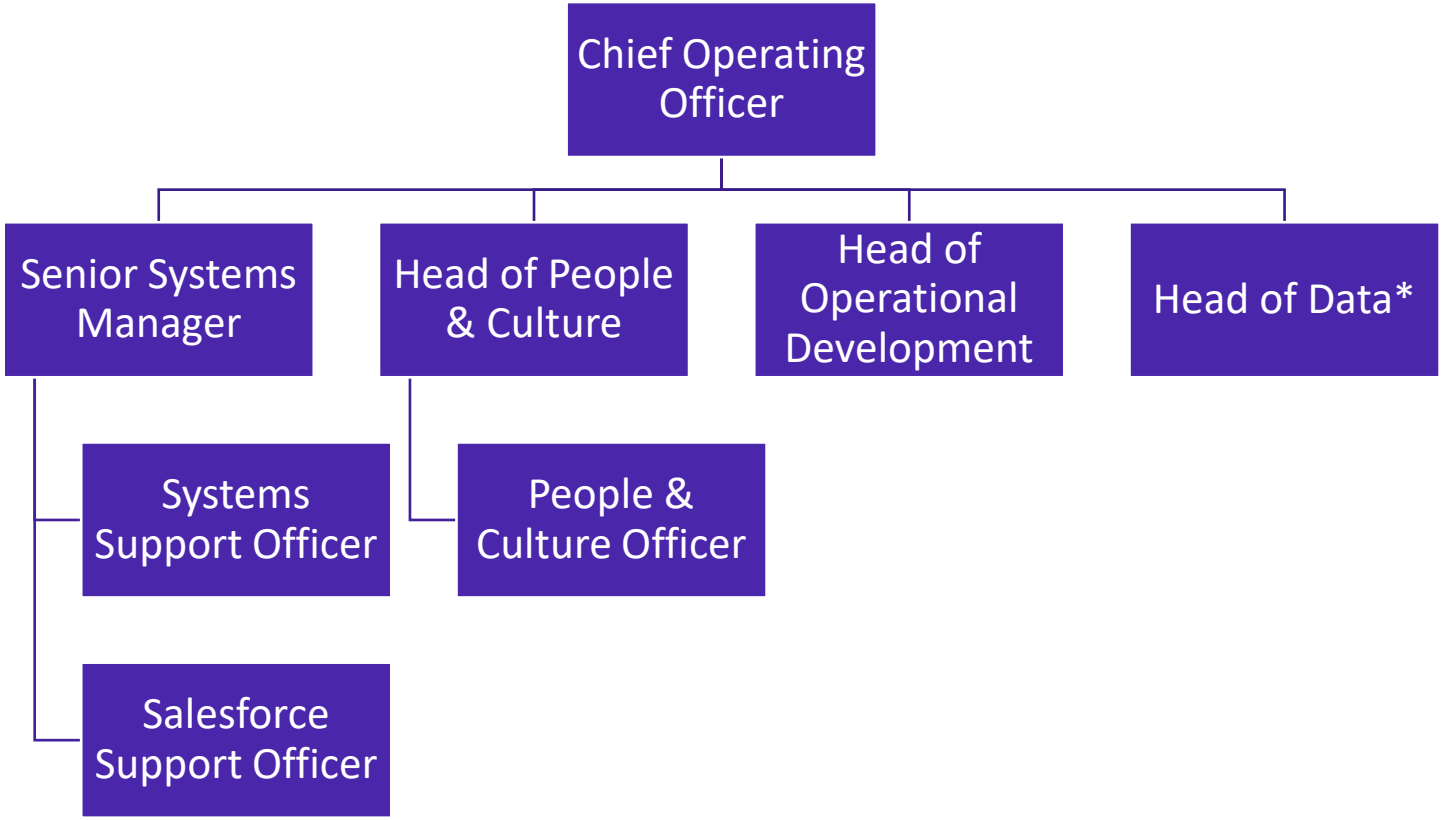
Who we're looking for (2)

Key experience (essential)

- Proven experience in delivering data strategies and leading organisational change to improve data culture and maturity.
- Significant experience in data architecture, integration and shared data models, including modern integration approaches.
- Experience in data governance, data quality, master data management, privacy, information governance and ethical AI.
- Experience developing analytics pipelines, reporting and data visualisation to support evidence-based decision-making.
- Technical experience with data warehousing or lakehouse technologies and platforms including Microsoft (Business Central, Power BI, Fabric) or Salesforce.
- Experience working with external agencies and technical partners to deliver data solutions and improvements.
- Experience supporting AI and automation using well-governed data.
- Experience working in a small or medium-sized, resource-conscious organisation, such as a charity, public or health sector organisation.
- Line managing a small team



People & Operations Team Structure



How to apply



The application process (1)

Please send your CV and a supporting statement (of no more than 2 A4 sides), highlighting how you meet the key skills and experience required for the role as outlined in the Job Pack.

- Please send these to: Grace Tattersall (grace.tattersall@andersonquigley.com)
- **Deadline for applications:** 22nd November 2026
- **First stage panel interview (virtual):** 7,8,9 December 2026
- **Second stage panel interview (in-person):** early January 2027

If you would like to discuss this role before applying, or if you need any adjustments, please contact Grace on the email above or call 07510 384761.

We are a friendly, diverse, and inclusive team and are committed to having employees that represent all communities. We welcome applications from people from all identities and backgrounds and we particularly want to encourage people from under-represented groups to apply to work with us.

disability confident COMMITTED

Barts Charity is a Disability Confident Committed employer.

We will offer an interview to a fair and proportionate number of disabled applicants that meet the minimum criteria for the job. If you wish to apply under the Disability Confident campaign, please clearly note this in your application email.



The application process (2)

Right to work in the UK
Applicants must have the right to work in the UK. Barts Charity is unable to offer visa sponsorship for this role, and we are not able to consider applicants who would need sponsorship now or in the future.

In line with the Immigration, Asylum and Nationality Act 2006, the successful candidate will be asked to provide documents confirming their right to work in the UK before their appointment is confirmed. If you have any questions about your eligibility, please contact Anderson Quigley before applying.

Our approach to candidates using AI in applications:
We know that technology including AI tools can support candidates when preparing job applications. We welcome candidates using AI in this way but ask that all information accurately reflects their own skills and experience. If invited to interview, candidates should be prepared to discuss the examples and experience included in their application.



barts CHARITY

Thank you

bartscharity.org.uk

Registered charity no. 212563

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