SOUTH YORKSHIRE POLICE PERSON SPECIFICATION

DEPT/DISTRICT: Information Systems	**POST TITLE: Data Services Manager**

GRADE: G	**LOCATION: Nunnery Square/Melton**

The behaviours used for shortlisting can also be tested as interview questions. Interview questions will also be drawn from the behaviours not previously used for shortlisting purposes.

Key:

AF	Application Form
R	References
OT	Occupational Testing
I	Interview
CQ	Certificate of Qualification

* **In the event of a large number of applicants who meet the essential criteria, desirable criteria will be used as a further shortlisting tool.**

Disabled applicants who meet the essential shortlisting criteria will be guaranteed an interview.

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED	SHORT LISTING CRITERIA
SPECIALIST KNOWLEDGE REQUIRED FOR THE ROLE *(LIST ALL ASPECTS AND DECIDE WHICH ARE TO BE USED AS ESSENTIAL SHORTLISTING CRITERIA)*				
Proven experience as a Business Intelligence Architect at a strategic level.	✓			✓
Experience of database solutions and support lifecycle (Oracle, MS SQL Server)	✓			✓
Knowledge of Business Intelligence Data modelling techniques for Data Warehousing (TOAD, Oracle SQL Developer, SQL Server Management Studio)	✓			✓
Experience of managing and developing staff.	✓			✓
Expertise in ORACLE Business Intelligence Foundation Suite and ETL tools (ODI, Informatica).		✓		✓
Experience of Oracle E-Business Suite and Fusion products (Oracle ERP)		✓		✓
Establishing configuration management control.		✓		✓
An understanding of project management, including Prince 2.		✓		✓

BEHAVIOUR 1

Respect for Race and Diversity (A)

Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their race, religion, position, background, circumstances, status or appearance.

	ESSENTIAL	DESIRABLE	HOW IDENTIFIED	SHORT LISTING CRITERIA
Deals with diversity issues and gives positive practical support to staff who may feel vulnerable.	✓		AF	✓
Is polite, tolerant and patient with people inside and outside the organisation, treating them with respect and dignity.	✓		AF	✓

CRITERIA	ESSENTIAL	DESIRABLE	HOW IDENTIFIED	SHORT LISTING CRITERIA
BEHAVIOUR 2 *Personal Responsibility (A)*				
Takes personal responsibility for making things happen and achieving results. Displays motivation, commitment, perseverance and conscientiousness. Acts with a high degree of integrity.				
Sets personal goals and monitors own achievement against these, constantly seeking to improve personal performance.	✓		AF	✓
Continuously reflects on own actions, acknowledging mistakes and learning from them.	✓		AF	✓
BEHAVIOUR 3 *Planning & Organising) (A)*				
Plans, organises and supervises activities to make sure resources are used efficiently and effectively to achieve organisational goals.				
Turns overall strategy into specific objectives for the organisation.	✓		AF	✓
Sets timescales to achieve objectives	✓		AF	✓
BEHAVIOUR 4 *Effective Communication (A)*				
Communicates ideas and information effectively, both verbally and in writing. Uses language and a style of communication that is appropriate to the situation and people being addressed. Makes sure that others understand what is going on.				
Explains complex issues simply and puts them into context for others.	✓		AF	✓
Communicates in a way that is understandable and meaningful to everyone	✓		AF	✓

BEHAVIOUR 5

Team Working (A)

Develops strong working relationships inside and outside the team to achieve common goals. Breaks down barriers between groups and involves others in discussions and decisions.

Promotes joint working and partnership with stakeholders and other organisations to meet the goals of everyone involved	✓		AF	✓
Draws together people from a wide range of internal and external groups to works on joint action plans	✓		AF	✓

BEHAVIOUR 6

Strategic Perspective (B)

Looks at issues with a broad view to achieve the organisation's goals. Thinks ahead and prepares for the future.

BEHAVIOUR 7

Openness to Change (A)(A)

Recognises and responds to the need for change, and uses it to improve organisational performance.