

REGULATOR OF SOCIAL HOUSING ROLE PROFILE

Role	Senior Power BI and Analytics Specialist	Directorate	Strategy
Reports To	TBC	Section	Data
Post Reference		Grade	G17

Purpose of the Role

The Regulator of Social Housing (RSH) relies on high-quality data and insight to support effective regulation, inform decision-making, and improve transparency for stakeholders, tenants and the wider public.

The Power BI Specialist will lead the development, delivery and governance of Power BI reporting and dashboards across RSH. Working closely with business teams, data engineers, analysts and digital colleagues, the postholder will transform data from Microsoft Dynamics 365, statistical collections, regulatory systems and other internal and external data sources into meaningful, accessible and actionable insights.

The role will be responsible for establishing a consistent and scalable approach to Power BI development across RSH, including the creation of governance frameworks, standards, style guides, quality assurance processes and security controls. The Power BI Specialist will ensure dashboards meet business needs, deliver trusted information and align with organisational priorities.

The postholder will also play a key role in developing public-facing dashboards and publications, enabling tenants, providers, government and other stakeholders to easily access and understand official statistics and regulatory data.

This role requires strong technical expertise in Power BI, Dynamics 365 and related Microsoft technologies, together with practical experience of using R, Python and/or SQL, and wider data science tools, to analyse data, automate processes and develop robust analytical products. The postholder will combine these technical skills with excellent business analysis, stakeholder engagement and communication skills.

Main Duties and Key Accountabilities of the jobholder**Accountabilities**

- Lead the design, development and maintenance of Power BI dashboards and reporting solutions across RSH.
- Develop and implement a Power BI governance framework, ensuring consistency, quality, accessibility, security and best practice across all reporting products.
- Establish and maintain Power BI design standards, style guides and development methodologies.
- Support RSH business areas to identify reporting requirements and translate business needs into effective analytical solutions.
- Ensure appropriate access controls, data security and sharing permissions are implemented in line with organisational policies and governance requirements.
- Develop public-facing dashboards and statistical products that improve transparency and accessibility of RSH data and official statistics.
- Work collaboratively with Data Engineers, Data Analysts and Digital Services colleagues to develop robust and scalable data models and reporting solutions.

- Promote self-service analytics whilst ensuring appropriate governance and reliability of published information.
- Provide expert advice and support on Power BI capabilities, reporting best practice and data visualisation techniques.

Duties

Dashboard Development and Delivery

- Design, develop and maintain Power BI reports, dashboards and data visualisations using data from Microsoft Dynamics 365, data warehouses, statistical collections and other internal and external sources.
- Develop data models, DAX measures, SQL queries and analytical reporting solutions that provide reliable and actionable business insights.
- Continuously review and improve existing dashboards to enhance usability, performance and business value.
- Use R, Python and/or other data science tools where appropriate to support exploratory analysis, data preparation, automation, reproducible analysis and advanced analytical outputs.
- Ensure reporting solutions meet accessibility standards and deliver an excellent user experience.

Governance and Standards

- Develop, implement and maintain a Power BI governance framework covering:
 - Dashboard design standards
 - Development lifecycles
 - Quality assurance processes
 - Metadata and documentation requirements
 - Security and access controls
 - Publication and approval processes
- Create and maintain a Power BI style guide to support consistency in dashboard design, branding and user experience across RSH.
- Monitor adherence to governance standards and provide guidance and support to report developers across the organisation.

Business Analysis and Stakeholder Engagement

- Work closely with business stakeholders to understand reporting requirements and identify opportunities to improve decision-making through data.
- Facilitate workshops and requirement-gathering sessions with internal customers.
- Translate business needs into clear technical specifications and reporting requirements.
- Manage stakeholder expectations and ensure reporting solutions deliver measurable value.

Data Quality and Assurance

- Establish and operate quality assurance processes for dashboards and reporting outputs.
- Validate data sources, calculations, measures and visualisations to ensure accuracy and consistency.
- Work alongside Data Engineers and Data Analysts to identify and resolve data quality issues.
- Ensure published outputs are trusted, robust and fit for purpose.

Statistical Publications and Public Reporting

- Support the development of interactive statistical publications and public-facing dashboards.

- Present complex statistical and regulatory information in clear, accessible and engaging formats.
- Work with colleagues across RSH to improve public access to data and insights.
- Ensure outputs comply with appropriate statistical and accessibility standards.

Continuous Improvement

- Identify opportunities to improve reporting and analytical capabilities using Power BI, Power Platform, SQL, R, Python and related data science technologies.
- Support automation of reporting, data preparation and analytical processes through Power Automate, SQL, Python, R and other appropriate technologies.
- Keep up to date with developments in Power BI, Dynamics 365, Power Platform, SQL, R, Python, data science tools and data visualisation best practice.
- Contribute to the development of the organisation's wider data and analytics capability.

Working Relationships and Contacts

- RSH and MHCLG Data Engineers, Data Analysts, Digital Services colleagues
- Business leads and operational teams across RSH
- Senior management and executive stakeholders
- External suppliers and system providers
- Government departments and sector stakeholders where required
- Communications and publication teams supporting public data releases

Role Requirements

Qualifications

- Degree-level qualification in a relevant discipline or equivalent professional experience in business intelligence, data analysis, information management or data visualisation.

Knowledge, skills and experience

Essential

- Significant experience of developing and maintaining Power BI dashboards and reporting solutions.
- Strong knowledge of Microsoft Power BI, including:
 - Data modelling
 - DAX
 - Power Query
 - Report and dashboard design
 - Workspace management
 - Row-Level Security
- Experience of working with Microsoft Dynamics 365 data.
- Experience of Power Automate and wider Microsoft Power Platform capabilities.
- Practical experience of using SQL to query, manipulate and validate data from relational databases or analytical data platforms.
- Practical experience of using R, Python and/or equivalent data science tools to undertake data analysis, automate repeatable processes and support reproducible analytical work.
- Strong business analysis skills, including requirements elicitation, process mapping and Stakeholder engagement.

- Experience of gathering, documenting and translating business requirements into technical solutions.
- Experience of developing reporting standards, governance frameworks or best-practice guidance.
- Understanding of data governance, security and access management principles.
- Excellent communication and presentation skills, with the ability to explain technical concepts to non-technical audiences.
- Strong problem-solving skills and attention to detail.
- Experience working with large and complex datasets, including data extraction, transformation, validation and analysis using appropriate analytical tools.
- Ability to manage multiple priorities and deliver high-quality outputs to agreed deadlines.

Desirable

- Experience working within the public sector, regulated environments or official statistics.
- Knowledge of data warehousing and modern data platforms.
- Experience of data warehousing, modern data platforms or cloud-based analytical environments.
- Experience applying data science techniques, statistical methods or machine learning approaches to support insight, prediction or operational decision-making.
- Experience using GitHub or other source control platforms.
- Understanding of statistical analysis and data publication standards.
- Experience developing public-facing dashboards and data products.
- Knowledge of accessibility standards and inclusive design principles for digital products.

General Responsibilities

- To adhere to RSH's Equality and Diversity and Equal Opportunities policies in all activities and to actively promote equality of opportunity
- To be responsible for own health and safety and that of colleagues and all others in the workplace, in accordance with RSH's Health and Safety policies
- To demonstrate the RSH's core values in all working relationships within the workplace
- To work in accordance with the RSH's Data Protection Policies and adhere to the Regulator's Freedom of Information policies where appropriate
- To undertake such other duties as may be reasonably expected