**EMPLOYEE OBJECTIVES**

**PERSONAL DETAIL:**

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| **NAME** | **Rory McCabe** |  |
| **LINE MANAGER** | **Steven Steer** |  |
| **ACCOUNTABLE SCS** | **Neil Kenward** |  |

**RECORD OF OBJECTIVES:**

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| Objective | Success Measures |
| Improving / influencing business processes and evangelising our team’s value and user focus while collaborating with partners, managing a quality service and delivering at pace by:  Identifying the ways to redesign and run the weekly Retail Covid RFI cleansing process in an agile way, working closely with the business to implement changes and create what they needed. | A continual improvement in April-August outputs catching more supplier data issues and producing a single source of truth for further analysis by retail and finance and to share analysis with external stakeholders (BEIS, Energy UK) in a shorter timeframe, identifying risk and ensuring decisions are made on sound evidence.  More engagement with the business highlighting advantages of standardised data gathering. |
| Seeing the bigger picture, improving processes, working together with the business while developing myself and others by:  Liaising with Retail in building the new monthly Covid RFI template incrementally in parallel with incorporating data-driven RFI best practice into business perspective. | DBA workshop on best practice carrying forward design steps for cleaner RFIs and more engagement from the business at early stages of RFI design to achieve maximum ROI while ensuring adherence to legal, regulatory and security requirements.  Actively used learnings from previous process to prepare a more robust RFI version 2 giving cleaner supplier data within the given time constraints (going live by September). Added value and captured technical insight to improve data and process used for policy decisions. |
| Changing processes and improving outputs, influencing one of the largest Ofgem projects (RIIO2) by adding automation, working with a new team and gaining / spreading skills (knowledge retention) while adding value and quality to a service by:  Assessing the ED2 Business Plan Data Templates (BPDTs) metadata and script creation work so far and promote an agile, iterative design. | Ensure a well-documented handover from the current SME.  QA the first 17 templates and redesign as necessary.  Work with the business on the remaining ~145 draft templates released in August to produce filterable transformed CSVs for use in November.  Build on my network of colleagues and help complete a solution to achieve policy goals. |
| Seeing the bigger picture by listening to proven best practice and industry standards, leading a new initiative and strengthening communications and partnership, collaborating both internally and externally and developing myself by:  Introduce an opportunity for best practice sharing with Lloyds via our non-exec director to discuss their learnings, caveats and tips.  (Similar with NHS Digital…) | Depending on Barry’s free time, start a discussion with him and his data team on sharing issues, solutions and best practice. |

**PERSONAL DEVELOPMENT PLAN (RECORD AGREED DEVELOPMENT ACTIVITY BELOW):**

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| Book / attend a PowerBI (DDaT approved BI tool) online course depending on availability and cost  Complete the DataCamp course on Airflow  Promote informal / social DBA community sessions on sharing coding, best practice and building a safe place to be heard in order to improve morale and knowledge retention. Help manage the team, support colleagues and maintain effective performance during this transformation  Maintain business relationships by keeping the door open to analytical queries especially while working remotely and in the absence of BAs |