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Higher BI Developer

Office for Standards in Education, Children's Services and Skills

Apply before 11:55 pm on Sunday 23rd February 2025



Reference number

389445

Salary

£36,354

£35,994 per annum. Rising to £36,354 per annum on successful completion of probation.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Higher Executive Officer
B2 APT

Contract type

Permanent

Business area

Insights and Research Data and Insight

Type of role

Customer Insight
Quality
Other

Working pattern

Flexible working, Full-time

Number of jobs available

1

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Location

23 Stephenson Street, Birmingham, 2 Rivergate, Bristol or Piccadilly Gate, Manchester

About the job

Job summary

We are hiring a Higher BI Developer to join our Data and insight Team.

Higher BI Development Officers play a key role in ensuring the business has the data and information they need. The products you develop and maintain are essential to managing our operations, supporting our research and analysis and making data available to the public. You will also be involved in the production and quality assurance of outputs. You will work in an environment using mostly Microsoft SQL Server, Excel and PowerBI. There is increasing use of Python Microsoft PowerAutomate and PowerApps in our work.

You will work in an agile way, often within a small development team, and support your colleagues to ensure that the team as a whole delivers high quality, effective products to competing timescales. You will contribute to regular reviews of working practices and constructively contribute improvements.

This is a fantastic opportunity to further your experience in Ofsted's well-established team. The post holder will work with high-achieving professionals at all levels, surrounded by a friendly and supportive team. They will have access to amazing benefits, such as flexible working hours, the Civil Service Pension Scheme, and 32.5 days annual leave + 8 bank holidays. This role is office based five days per week.

Job description

Please refer to the job specification for further information.

Person specification

Please refer to the job specification for further information.

Behaviours

We'll assess you against these behaviours during the selection process:

Changing and Improving

Working Together

Delivering at Pace

Managing a Quality Service

Technical skills

We'll assess you against these technical skills during the selection process:

Experience of developing, or contributing to, end-user reporting (such as management information reports or dashboards) using Power BI, Excel or programming languages such as Python.

Experience of building queries for SQL Server, or another structured database. Ability to write code to make effective use of tables, views and stored procedures.

Experience of using strong problem-solving and troubleshooting skills in a data and technology environment.

Experience of reviewing processes, making improvements and documenting them for others to follow.

Experience of effective quality assurance and testing activity.

Experience of planning and delivering your own work effectively while understanding and managing critical dependencies.

We only ask for evidence of these technical skills on your application form:

Experience of developing, or contributing to, end-user reporting (such as management information reports or dashboards) using Power BI, Excel or programming languages such as Python.

Experience of building queries for SQL Server, or another structured database. Ability to write code to make effective use of tables, views and stored procedures.

Benefits

Alongside your salary of £36,354, Office for Standards in Education, Children's Services and Skills contributes £10,531 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

Full details of the benefits available can be found in our [Ofsted Offer](#) brochure.

Ofsted is devoted to equality, diversity and inclusion. Within our [Ofsted Strategy 2023-2027](#) we have stated that we will improve the representation of under-represented groups across the organisation and publish our progress on this annually. We are always looking to expand on our diverse workforce by recruiting candidates from varied backgrounds and differing experiences. We are proud to be a Disability Confident Leader, we continually engage with our 5 staff networks for protected characteristics, and highlight the work of our Equalities, Diversity and Inclusion (EDI) Group. We ensure all candidates are treated with fair and open competition, with all appointments being made on merit and we use our Disability Confident Scheme (DCS) to provide assurance to all candidates of this.

Things you need to know

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours, Experience and Technical skills.

Application and Shortlisting:

The selection panel will assess your application based on your evidence you have provided against the essential criteria as set out in the person specification.

You will also be asked to provide information within the Employer/Activity History section of the application form. This information is equivalent to the

information you would provide on a CV setting out your career history (this may be used in the sifting process).

Interview:

Candidates who pass the benchmark at the shortlisting stage will be invited to an interview where they will be assessed against a mixture of the Civil Service behaviours and the experience/technical skills set out in section 3 of the job specification.

We will invite the most suitable candidates to attend an interview during the week commencing **Monday 10th March 2025**. The interview will be held via Microsoft Teams.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must undergo a criminal record check.

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

This job is broadly open to the following groups:

- UK nationals

- nationals of the Republic of Ireland

- nationals of Commonwealth countries who have the right to work in the UK

- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)

- nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)

individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020

Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

[Further information on nationality requirements \(opens in a new window\)](#)

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

The Civil Service also offers a Redeployment Interview Scheme to civil servants who are at risk of redundancy, and who meet the minimum requirements for the advertised vacancy.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : People Services Delivery Team

Email : Jobs@ofsted.gov.uk

Telephone : 0300 013 1487

Recruitment team

Email : Jobs@ofsted.gov.uk

Further information

If you feel your application has not been treated in accordance with the Recruitment Principles, and you wish to make a complaint, you should email Ofsted recruitment at jobs@ofsted.gov.uk in the first instance. If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission at: <https://civilservicecommission.independent.gov.uk/recruitment>

