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# Higher Analytical Developer

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

**Apply before 11:55 pm on Tuesday 10th February 2026**

**Reference number**

446665

**Salary**

£37,899

£37,524 (pro rata) per annum. Rising to £37,899 (pro rata) per annum on successful completion of probation. Part-time minimum 30 hours per week

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Higher Executive Officer

HEO

**Contract type**

Permanent

**Business area**

Insights and Research

**Type of role**

Analytical

Other

**Working pattern**

Flexible working, Full-time, Job share, Part-time

**Number of jobs available**

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## Location

2 Rivergate, Bristol

## About the job

### **Job summary**

We are recruiting for a Higher Analytical Developer to join our Data and Insight Team.

As a Higher Analytical Developer, you will be part of the Data and Insight Team. This area produces research, statistics and analysis for Ofsted, ensuring that everything we do is grounded in evidence.

Higher Analytical Developers develop reports and services using R, SQL and other packages. The work they do is critical to inspectors having the data they need to ask questions on inspection. They communicate with users such as inspectors to identify user needs. They can analyse and understand the data and provide appropriate data visualisations and insights.

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. We offer a hybrid working model, so you may also choose to spend a proportion of time working from home.

### **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

## **Technical skills**

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

Skilled in analysing data and information from a variety of sources, identifying insights and checking for data issues.

Proficient in Excel and /or experience of working in R, SQL or similar programming languages.

Proven written and verbal communication skills with experience of maintaining relationships with stakeholders.

## **Benefits**

Alongside your salary of £37,899, Office for Standards in Education, Children's Services and Skills contributes £10,979 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

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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

### **Artificial intelligence**

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

### **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 you will be assessed against a combination of the the

Civil Service behaviours and the technical/experience skills set out in section 3 of the job specification.

Interviews will be held during the **week commencing Monday 2 March 2026 at 2 Rivergate, Bristol**.

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 :           03000 131 487

Recruitment team

Email : [Jobs@ofsted.gov.uk](mailto:Jobs@ofsted.gov.uk)

## Further information

The law requires that selection for appointment to the Civil Service is on merit on the basis of fair and open competition as outlined in the Civil Service Commission's Recruitment Principles, which can be found at:

[https://civilservicecommission.independent.gov.uk/wp-content/uploads/2019/03/02a\\_RECruitment-PRINCIPLES-April-2018-FINAL-.pdf](https://civilservicecommission.independent.gov.uk/wp-content/uploads/2019/03/02a_RECruitment-PRINCIPLES-April-2018-FINAL-.pdf)

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](mailto: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/civilservicerecruitmentcomplaints/>

