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# Senior Business Intelligence Developer

Department for Energy Security & Net Zero

**Apply before 11:55 pm on Monday 23rd February 2026**



Department for  
Energy Security  
& Net Zero

## Reference number

448085

## Salary

£42,385 - £51,540

National: £42,385 - £46,850; London: £46,280 - £51,540 (pro-rata for part-time hours) + This vacancy is being offered on the Government Digital and Data Framework and can include an allowance of up to £6,000 depending on skills, qualifications, and experience. Further details on the

framework can be found on <https://ddat-capability-framework.service.gov.uk/role/data-scientist#data-scientist>

A Civil Service Pension with an employer contribution of 28.97%

**Job grade**

Senior Executive Officer

**Contract type**

Permanent

**Business area**

DESNZ - Integrated Corporate Services - Digital

**Type of role**

Digital

**Working pattern**

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

**Number of jobs available**

1

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## Location

Birmingham, Bristol, Cardiff, Darlington, Edinburgh, London, Salford

# About the job

## Job summary

The Integrated Corporate Services (ICS) is a new shared corporate service, launched in July 2023. It provides corporate services (HR, Finance, Digital, Commercial, Security and Estates) across the Department for Energy Security & Net Zero (DESNZ) and the Department for Science, Innovation & Technology (DSIT).

Our team of just over 300 professionals will be leading the way in how these functions will be delivered in the future. Our ambition is to be the leading provider of integrated corporate services for government and set the standard for quality, efficiency, and innovation in our field.

We offer great working benefits including a world-class pension, flexible working options and a career where your learning and development is taken seriously. We are enormously proud to be a Disability Confident Leader employer. We support candidates with adjustments throughout our recruitment process. Information about disability confidence and just some examples of the adjustments that you can request can be found in the reasonable adjustment section below.

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](#) and the [Civil Service D&I Strategy](#).

## Find Out More

You can also follow our LinkedIn Careers Page: <https://www.linkedin.com/showcase/desnz-careers/>

## Job description

Join ICS Digital, where innovation meets expertise to create digital solutions. We are a cohesive digital community who work in the open, solving problems together and fostering a culture of transparency and collaboration. Our commitment to user-focused design and data-driven decision-making ensures that we deliver accessible services tailored to the needs of our

customers.

In this role, primarily within the Data Team at ICS Digital, you'll contribute to various data projects spanning multiple departments and arm's length bodies. The team delivers business intelligence, data analytics, and visualisation services to support colleagues across these areas. Due to the high demand and proven success of our services, we're expanding our team to keep up.

We are seeking candidates who have a solid background in data analytics and are experienced with tools such as Fabric, Power BI, Excel, SQL, Alteryx, Google Analytics, Azure, and Databricks. You will use these skills to create automated data pipelines and develop interactive reports and dashboards for stakeholders.

Visit our blog to learn more about us and our work: <https://icssdigital.blog.gov.uk/>

To find out more about the Government Digital & Data profession visit: [We are Government Digital and Data Candidate Information Pack V3 - 1](#)

## **Person specification**

The post holder will play a key role in the execution of diverse data projects encompassing data governance, management, analytics, and dissemination. When working within an individual team or service, you may be responsible for leading technical initiatives.

Provide support for the project work of fellow data team members, actively identifying and fostering opportunities for their skill development;

Foster and maintain a community focused on ICS Digital's data products and services, supporting the transformation of our partner departments into data-driven organisations;

Contribute to the vision for the data programme and demonstrate best practice for applying business intelligence and data science. One of your corporate objectives will involve supporting and consulting other teams across the departments we support on business intelligence and data;

You are expected to stay updated on business intelligence trends in industry and academia to identify opportunities for applying innovative methods and tools in government.

The above responsibilities are not exhaustive, and the post holders may be required to undertake some additional tasks not listed above, within the remit of their grade, to support the team.

## **Essential Criteria**

Proven experience and in-depth knowledge of Microsoft Fabric and Power BI.

Proficient in using a variety of data sources, analytical tools and techniques across the project lifecycle to design and implement robust business intelligence solutions that deliver actionable insights.

Evidence of delivering data visualisation and reporting solutions at scale, leveraging advanced features of Power BI or similar tools (e.g., custom visuals, DAX optimisation, row-level security).

Experience acting as a trusted expert who can constructively challenge and advise stakeholders, using strong business intelligence, data governance and modelling skills to deliver impactful, user focused solutions.

Experience of working within an agile team, including leading project tasks and assisting with sprint planning.

## **Desirable Skills**

Experience with advanced analytics platforms such as Databricks, Alteryx, or proficiency in programming languages including Python, R, and R Shiny.

Sound understanding of ethical considerations and relevant legislation for data science approaches (e.g., GDPR, DPA).

Experience in leading cross-functional teams and mentoring junior colleagues in business intelligence best practice.

Demonstrable experience of integrating cloud-based data solutions (e.g., Azure Data Services, AWS, Google Cloud Platform) into BI projects.

**It is unusual that all candidates will meet all the desirable criteria. If your skills and experience look slightly different from what we have identified and you think you can bring value to the Senior Business Intelligence Developer role and the team, we strongly encourage you to apply. We'd love to hear from you!**

**Please, no recruitment agencies.**

## **Behaviours**

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

- Changing and Improving
- Managing a Quality Service

## **Technical skills**

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

- Delivering business impact (Level: Working)
- Understanding Product Delivery (level: practitioner)

## **Benefits**

Alongside your salary of £42,385, Department for Energy Security & Net Zero contributes £12,278 towards you being a member of the Civil Service Defined Benefit Pension scheme. [Find out what benefits a Civil Service Pension provides.](#)

The Department for Energy Security and Net Zero offers a competitive mix of benefits including:

A culture of flexible working, such as job sharing, homeworking and compressed hours.

Automatic enrolment into the [Civil Service Pension Scheme](#), with an employer contribution of 28.97%.

A minimum of 25 days of paid annual leave, increasing by 1 day per year up to a maximum of 30.

An extensive range of learning & professional development opportunities, which all staff are actively encouraged to pursue.

Access to a range of retail, travel and lifestyle employee discounts.

## **Office attendance**

The Department operates a discretionary hybrid working policy, which provides for a combination of working hours from your place of work and from your home in the UK. The current expectation for staff is to attend the office or non-home based location for 40-60% of the time over the accounting period.

## **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.

After submission of the first stage of your application you will be invited to complete a Civil Service Numerical Test. If you successfully pass the test, you will be invited to complete the final stage of the application.

Please complete the online tests as soon as possible (within 24-48 hours is recommended), the closing date for the tests is 23:55 on 23/02/2026. If you fail to complete the online test before the deadline your application will be withdrawn. Guidance for the test will be available when you are invited to take the test. The tests are administered online and accessed via the CS Jobs website.

As part of the application process you will be asked to complete a CV and personal statement.

Further details around what this will entail are listed on the application form.

Please use your personal statement (in no more than 500 words) to describe how your past experience relate to the essential criteria outlined in this job description, focusing on your most recent career history.

Applications will be sifted on CV and Personal Statement.

In the event of a large number of applicants, applications will be sifted on the personal statement only.

Candidates who pass the initial sift may be progressed to a full sift, or progressed straight to assessment/interview.

The interview will consist of behaviour and technical questions.

The link to the technical/professional competency framework that candidates will be assessed against, for their reference: [Data scientist - Government Digital and Data Profession Capability Framework](#)

### **Sift and interview dates**

Sift and interview dates to be confirmed.

### **Further Information**

#### **Reasonable Adjustment**

We are proud to be a disability confident leader and we welcome applications from disabled candidates and candidates with long-term conditions.

Information about the Disability Confident Scheme (DCS) and some examples of adjustments that we offer to disabled candidates and candidates with long-term health conditions during our recruitment process can be found in our [DESNZ Candidate Guidance](#). A [DESNZ Plain Text Version](#) of the guidance is also available.

We encourage candidates to discuss their adjustment needs by emailing the job contact which can be found under the contact point for applicants section.

If you are experiencing accessibility problems with any attachments on this advert, please contact the email address in the 'Contact point for applicants' section.

If successful and transferring from another Government Department a criminal record check may be carried out.

New entrants are expected to join on the minimum of the pay band.

A location based reserve list of successful candidates will be kept for 12 months. Should another role become available within that period you may be offered this position.

Candidates who meet the minimum benchmark may be placed on a Reserve List for consideration for similar roles, including those at a lower grade.

Candidates who narrowly miss the benchmark and are not placed on the Reserve List may still be considered for an offer in a similar role at a lower grade.

Please note terms and conditions are attached. Please take time to read the document to determine how these may affect you.

Any move to the Department for Energy, Security and Net Zero from another employer will mean you can no longer access childcare vouchers. This includes moves between government departments. You may however be eligible for other government schemes, including Tax Free Childcare; for further information [visit the Childcare Choices website](#).

DESNZ does not normally offer full home working (i.e. working at home); but we do offer a variety of flexible working options (including occasionally working from home).

DESNZ cannot offer Visa sponsorship to candidates through this campaign.

DESNZ holds a Visa sponsorship licence but this can only be used for certain roles and this campaign does not qualify.

In order to process applications without delay, we will be sending a Criminal Record Check to Disclosure and Barring Service /Disclosure Scotland on your behalf.

However, we recognise in exceptional circumstances some candidates will want to send their completed forms direct. If you will be doing this, please advise Government Recruitment Service of your intention by emailing [Pre-EmploymentChecks.grs@cabinetoffice.gov.uk](mailto:Pre-EmploymentChecks.grs@cabinetoffice.gov.uk) stating the job reference number in the subject heading.

For further information on the Disclosure Scotland confidential checking service telephone: the Disclosure Scotland Helpline on 0870 609 6006 and ask to speak to the operations manager in confidence, or email [Info@disclosurescotland.co.uk](mailto:Info@disclosurescotland.co.uk)

Applicants who are successful at interview will be, as part of pre-employment screening, subject to a check on the Internal Fraud Database (IFD). This check will provide information about employees who have been dismissed for fraud or dishonesty offences. This check also applies to employees who resign or otherwise leave before being dismissed for fraud or dishonesty had their employment continued. Any applicant's details held on the IFD will be refused employment.

A candidate is not eligible to apply for a role within the Civil Service if the application is made within a 5 year period following a dismissal for carrying out internal fraud against government.

## **Feedback**

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.

The Civil Service welcomes applications from people who have recently left prison or have an unspent conviction. [Read more about prison leaver recruitment \(opens in new window\)](#).

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 & Development Team

Email : [peopleanddevelopment@ics.gov.uk](mailto:peopleanddevelopment@ics.gov.uk)

Recruitment team

Email : [desnzresourcing.grs@cabinetoffice.gov.uk](mailto:desnzresourcing.grs@cabinetoffice.gov.uk)

## Further information

Appointment to the Civil Service is governed by the Civil Service Commission's Recruitment Principles. If you feel that your application has not been treated in accordance with the recruitment principles, and wish to make a complaint, then you should contact in the first instance [DESNZrecruitment.grs@cabinetoffice.gov.uk](mailto:DESNZrecruitment.grs@cabinetoffice.gov.uk). If you are not satisfied with the response that you receive, then you can contact the Civil Service

Commission. For further information on bringing a complaint to the Civil Service Commission please visit their web pages: Click [here](#) to visit Civil Service Commission/Complaints

