

Our Assessment Process

If you are interested in applying for this role, please know your application will be sifted to determine suitability to progress through to interview and assessment.

The sift and subsequent interview and assessment stages will review the following criteria:

Essential Criteria	Assessed at Sift	Assessed at Interview / Assessment
Qualifications		
CCAB accountancy qualification and/or a degree in a subject related to data science (e.g. computer science, geospatial science, mathematics, statistics, physics, chemistry, engineering).	Yes	
Skills and abilities		
Strong programming ability (R, Python, similar) and demonstrable experience in the following areas: • Data engineering – such as the design of algorithms, implementation of big data solutions, SQL and NoSQL database systems, statistical analysis languages and tooling. • Data analytics – such as statistical modelling, pattern recognition, supervised and un-supervised learning, data mining, and predictive analysis. • Data management – such as the manipulation and analysis of complex, high volume and high dimensionality data, data modelling, and cloud storage. • Storytelling and data visualisation – including the visualisation of insights drawn from data and building of data driven products using products such as Power BI (inc DAX).	Yes	Yes
Being adept at using IT software such as MS Teams, Word, Excel, PowerPoint, Planner.	Yes	
Ability to communicate complex issues in an understandable way to a range of different stakeholders, customising communication style to ensure maximum impact.		Yes
Ability to use high-level questioning and active listening skills to gain a full understanding of matters, appreciate the views of others and		Yes

appropriately challenge different points of view – facilitate user story sessions.		
Demonstrate high-level written skills with the ability to convey messages in a clear and concise manner.	Yes	
Highly effective and proven time management and project management skills - including the ability to lead a portfolio of projects, some large and/or complex to high quality standards and often tight deadlines.	Yes	Yes
Ability to communicate with confidence, clarity and persuasiveness, pitching communication appropriately to a wide variety of audiences such as senior managers, boards, audit committees and staff.		Yes
Effective analytical skills and the ability to form carefully thought through professional judgements based on evidence.	Yes	Yes
Committed to, and proven experience of, operating a coaching style while instructing and reviewing the work of others, e.g. to provide timely and constructive review and project feedback to both support audit delivery and the development of the team.	Yes	
Ability to act logically and creatively to influence Audit Wales impact with both internal and external stakeholders.	Yes	Yes
Ability to understand new concepts and appreciate issues quickly and respond appropriately under pressure at Board/Audit Committee type settings.	Yes	
Proven skills in preparing data, of often a complex or highly sensitive nature that clearly demonstrates an understanding of the data.		Yes
Sound judgement and critical thinking skills to ensure that outputs are evidence based and address the key issues.	Yes	
Experience		
Knowledge of working with a variety of clients/sectors.	Yes	
Evidence of effective team management and the ability to foster a positive team environment – with the proven ability to lead staff of a variety of skills, backgrounds and experiences.		Yes
Excellent staff management skills to set direction and manage staff with a variety of skills, backgrounds and experiences to deliver high quality work to tight deadlines.		Yes

Significant experience of leading projects and understanding, resolving and managing teams to address technical and professional issues using highly developed skills.		Yes
Personal attributes		
Clear ownership and accountability of their own CPD and development, with up-to-date CPD record.	Yes	
Excellent inter-personal skills, with a proven ability to form and develop effective relationships with key staff, officers and stakeholders, using tactful yet firm persuasive and influencing skills.		Yes
Self-confident and self-aware, positive outlook and resilient.	Yes	
Sufficient pace of work, coupled with excellent planning and organisational skills to ensure each project is completed to time, cost and quality requirements.	Yes	Yes
General		
Self-aware and a role model for Audit Wales values and behaviours	Yes	Yes
An awareness and commitment to equality and diversity	Yes	
An awareness and commitment to the arrangements for health and safety	Yes	