

## **Job description and person specification:**

### **Data Analyst**

With a history spanning over 100 years, Cruelty Free International has achieved so much. Bringing the issue of animal testing to public attention with our dynamic and determined approach, we have inspired generations of politicians, decision-makers, and compassionate people to make a difference for animals. As the problem has grown, we have stepped up to meet the challenge across the world, placing the issue on the global agenda for the first time.

Our dedicated team are experts in their fields, combining award-winning campaigning, political lobbying, pioneering investigations, scientific and legal expertise, and corporate responsibility. Educating, challenging, and inspiring others across the globe to respect and protect animals, we investigate and expose the reality of life for animals in laboratories, challenge decision-makers to make a positive difference, and champion better science and cruelty free living.

Our Leaping Bunny programme is the globally recognised cruelty free approval for cosmetics, personal care, household and cleaning products - known as the best assurance there is that a brand has made a genuine commitment to ending animal testing. More than 1,000 brands across the globe hold Leaping Bunny approval, providing real choice for ethical consumers who want to identify and buy cruelty free products.

Widely respected as an authority on animal testing issues, we are frequently called on by governments, the media, corporations and official bodies for advice or expert opinion. We work professionally, building relationships with politicians, business leaders and officials, driving change around the globe to make a difference for animals.

As the lead entity in a group of companies, Cruelty Free International works collaboratively with Cruelty Free International Trust and Cruelty Free Europe in the delivery of its consolidated business plan.

## Proposed vacancy details

<b>Job title:</b>	<b>Data Analyst</b>
<b>Role:</b>	<b>Part Time &amp; Permanent Position (0.6FTE)</b>
<b>Location:</b>	<b>Hybrid working</b>
<b>Reporting to:</b>	<b>Senior Data Manager</b>
<b>Salary:</b>	<b>Negotiable</b>
<b>Probation period:</b>	<b>Three months</b>

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### Benefits:

- Interest Free Travel / Staff Loan
- 31 Days' Annual Leave
- Ethical Stakeholder Pension Scheme
- Generous Training & Professional Development Allowance
- Flexible Working
- Childcare Voucher Scheme
- Ride-to-Work & Cycle2Work Bicycle Schemes
- Staff Retention Scheme
- Work Life Support Advisory Scheme

### Objective of the role:

Working in support of the Senior Data Manager, and in collaboration with the Data team and other colleagues drawn from across the organisation, the Data Analyst is a critical new role designed to help underscore and complement the organisation's overall data-led approach.

The Data Analyst is responsible for all reporting and analysis principally in support of our Engagement & Communications department, which is tasked with the delivery of our fundraising, campaigns, and audience engagement activity. You will also work to support the ad hoc reporting and analysis needs of other teams across the organisation, including the

Sustainable Business Support department, which manages our iconic global Leaping Bunny brand.

At the operational BAU level, the Data Analyst will generate a mix of standard reporting, such as one-off fundraising appeal analysis, as well as the building and interrogating of the organisation's dashboards using Power BI to produce insights for a variety of internal audiences at different levels of the business.

The ideal candidate should be passionate not only about data in its own right, but also with regards to how data can be used in support of wider department and organisation strategies. As a well-motivated and insightful team player, you will show initiative and flexibility in the delivery of your work and be able to draw out insights based on your own experience and abilities, and always be curious about the stories our data can tell beyond the questions we ask of it on a regular basis.

Your expertise, diligence and commitment will significantly help the organisation implement its data-led business strategies in support of our overall mission to drive down and ultimately end animal testing worldwide.

**Key responsibilities:**

1. In conjunction with colleagues across the Data team, you will work to support the Senior Data Manager develop, deliver, and maintain the organisation's data strategy.
2. In support of the Senior Data Manager, you will build and implement a programme of standard reports and analysis for a variety of stakeholders, whilst championing data across the organisation in support of the wider data strategy.
3. Carry out scheduled and periodic reporting, in addition to ad hoc requests, as required.
4. Maintain and extend the existing suite of Power BI dashboards and provide support to the wider Data team in helping administer the Power BI function at the organisation.

5. Work with the Data team to begin migration of Salesforce-based reports to standard SQL using our bespoke data warehouse.
6. Meet regularly with stakeholders across the organisation to capture any reporting and analysis requirements, to help the organisation understand the power of data, e.g. using expertise to advise on statistically robust testing methods.
7. Go beyond the stated requirements from stakeholders and provide evidence-based insight to teams by interrogating data further, therefore being able to challenge assumptions in a supportive and collaborative manner.
8. Ensure that all data reporting and analysis activity is securely managed in accordance with the organisation's data protection obligations under GDPR and the Data Protection Act.
9. At the request of the Senior Data Manager or senior management, support the work of the organisation by undertaking any other appropriate task at this level.

## **Person specification**

### **Personal attributes needed for this role are:**

- Ability to strictly maintain agreed organisational protocols, and to use one's own initiative and common sense as required.
- Ability to use initiative in solving problems.
- Excellent organisational skills with the ability to prioritise workloads and meet of multiple tasks to deadline.
- A positive and flexible approach to work.
- Excellent interpersonal skills, including the ability to build and maintain positive and productive relationships with key stakeholders, decision makers, and colleagues.
- Ability to identify user needs and to produce/communicate solutions in non-technical language.
- The ability to take instructions and to work well within a team and with colleagues in different disciplines across the organisation.

- Proven commitment to animal welfare and the aims and objectives of Cruelty Free International and its group of companies.

### **Experience/Knowledge:**

- Excellent skills in SQL.
- Keen understanding of the scope and usage of supporter data in regard to security and the organisations legal requirements.
- In depth knowledge of Microsoft Office, including SharePoint and OneDrive.
- Proven knowledge and understanding of GDPR and the Data Protection Act, and its application in the workplace.
- Proven interest in animal protection and the potential to create change in the ethical consumer marketplace.

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### **Education and Professional Qualifications needed:**

- Educated to degree standard or qualified by relevant work experience.

### **Desirable Qualities:**

- Working knowledge of relational database systems such as Salesforce, Raisers Edge, Dynamics.
- Previous experience of using Python.
- Experience of building data models and dashboards in Power BI or similar data visualisation tool.

## **Applicant Privacy Notice**

### **What is the purpose of this document?**

Cruelty Free International is a "data controller". This means that we are responsible for deciding how we hold and use personal information about you. You are being sent a copy of this privacy notice because you are applying for work with us (whether as an employee, worker or contractor). It makes you aware of how and why your personal data will be used, namely for the purposes of the recruitment exercise, and how long it will usually be retained for. It provides you with certain information that must be provided under the General Data Protection Regulation ((EU) 2016/679) (GDPR).

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### **Data protection principles**

We will comply with data protection law and principles, which means that your data will be:

- Used lawfully, fairly and in a transparent way.
- Collected only for valid purposes that we have clearly explained to you and not used in any way that is incompatible with those purposes.
- Relevant to the purposes we have told you about and limited only to those purposes.
- Accurate and kept up to date.
- Kept only as long as necessary for the purposes we have told you about.
- Kept securely.

### **The kind of information we hold about you**

In connection with your application for work with us, we will collect, store, and use the following categories of personal information about you:

- The information you have provided to us in your curriculum vitae and covering letter.

- The information you have provided on our application form, including name, title, address, telephone number, personal email address, date of birth, employment history, qualifications.
- Any information you provide to us during an interview.

We may also collect, store and use the following types of more sensitive personal information:

- Information about your health, including any medical condition, health and sickness records.

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### **How is your personal information collected?**

We collect personal information about candidates from the following sources:

- You, the candidate.
- Any recruitment agency, from which we collect the following categories of data.
- Your named referees, from whom we collect the following categories of data.

### **How we will use information about you**

We will use the personal information we collect about you to:

- Assess your skills, qualifications, and suitability for the role.
- Carry out background and reference checks, where applicable.
- Communicate with you about the recruitment process.
- Keep records related to our hiring processes.
- Comply with legal or regulatory requirements.

It is in our legitimate interests to decide whether to appoint you to the role since it would be beneficial to our business to appoint someone to that role.

We also need to process your personal information to decide whether to enter into a contract with you.

Having received your CV and covering letter **OR** your application form, we will then process that information to decide whether you meet the basic requirements to be shortlisted for the role. If you do, we will decide whether your application is strong enough to invite you for an interview. If we decide to call you for an interview, we will use the information you provide to us at the interview to decide whether to offer you the role. If we decide to offer you the role, we will then take up references before confirming your appointment.

### **If you fail to provide personal information**

If you fail to provide information when requested, which is necessary for us to consider your application (such as evidence of qualifications or work history), we will not be able to process your application successfully. For example, if we require a credit check or references for this role and you fail to provide us with relevant details, we will not be able to take your application further.

### **How we use particularly sensitive personal information**

We will use your particularly sensitive personal information in the following ways:

- We will use information about your disability status to consider whether we need to provide appropriate adjustments during the recruitment process, for example whether adjustments need to be made during an interview.
- We will use information about your race or national or ethnic origin, religious, philosophical or moral beliefs, or your sexual life or sexual orientation, to ensure meaningful equal opportunity monitoring and reporting.



## **Information about criminal convictions**

We do not envisage that we will process information about criminal convictions.

## **Automated decision-making**

You will not be subject to decisions that will have a significant impact on you based solely on automated decision-making.

## **Data sharing**

### **Data security**

We have put in place appropriate security measures to prevent your personal information from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal information to those employees, agents, contractors and other third parties who have a business need-to-know. They will only process your personal information on our instructions and they are subject to a duty of confidentiality. Details of these measures may be obtained on request.

We have put in place procedures to deal with any suspected data security breach and will notify you and any applicable regulator of a suspected breach where we are legally required to do so.

## **Data retention**

### **How long will you use my information for?**

We will retain your personal information for a period of six months after we have communicated to you our decision about whether to appoint you to the role. We retain your personal information for that period so that we can show, in the event of a legal claim, that we have not discriminated against candidates on prohibited grounds and that we have conducted the recruitment exercise in a fair and transparent way. After this period, we will securely destroy your personal information in accordance with applicable laws and regulations.

If we wish to retain your personal information on file, on the basis that a further opportunity may arise in future and we may wish to consider you for that, we will write to you separately, seeking your explicit consent to retain your personal information for a fixed period on that basis.

## **Rights of access, correction, erasure, and restriction**

### **Your rights in connection with personal information**

Under certain circumstances, by law you have the right to:

- **Request access** to your personal information (commonly known as a "data subject access request"). This enables you to receive a copy of the personal information we hold about you and to check that we are lawfully processing it.
- **Request correction** of the personal information that we hold about you. This enables you to have any incomplete or inaccurate information we hold about you corrected.
- **Request erasure** of your personal information. This enables you to ask us to delete or remove personal information where there is no good reason for us continuing to process it. You also have the right to ask us to delete or remove your personal information where you have exercised your right to object to processing (see below).
- **Object to processing** of your personal information where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground. You also have the right to object where we are processing your personal information for direct marketing purposes.
- **Request the restriction of processing** of your personal information. This enables you to ask us to suspend the processing of personal information about you, for example if you want us to establish its accuracy or the reason for processing it.
- **Request the transfer** of your personal information to another party.

If you want to review, verify, correct or request erasure of your personal information, object to the processing of your personal data, or request that we transfer a copy of your personal information to another party, please contact the Deputy Chief Executive in writing.

### **Responsibility for data protection compliance**

The Deputy Chief Executive is responsible for overseeing compliance with this privacy notice. If you have any questions about this privacy notice or how we handle your personal information, please contact the Deputy Chief Executive. You have the right to make a complaint at any time to the Information Commissioner's Office (ICO), the UK supervisory authority for data protection issues.