

Job Description – Data Insight Analyst

Department	Data
Grade	12
Reporting to	Lead Data Analyst
Direct reports (yes or no)	No
WTW Code	AEM000 P3 12

Job purpose

- The Data Insight Analyst will play a key role within the MIB Data Team, delivering high-quality analysis and insight from complex datasets to support strategic and operational decision-making.
- The role will focus on in-depth analytical work, translating data into clear, actionable insights, and working closely with business stakeholders and the Data Development team to ensure data solutions meet business needs.
- The Data Insight Analyst working with the wider Data team, will act as a bridge between data and the business, combining strong technical capability with an understanding of business context to influence outcomes through evidence-based insight.

Key accountabilities

- Conduct in-depth exploratory and statistical analysis on large and complex data sets to identify trends, patterns, risks, and opportunities.
- Develop and test hypotheses based on a strong understanding of MIB data.
- Combine MIB datasets with selected external data to broaden understanding and contextualise MIB data.
- Develop clear, well-structured analytical outputs that translate technical findings into meaningful business insight.
- Apply analytical techniques to answer both ad-hoc and recurring business questions.
- Work closely with business partners & stakeholders to understand requirements, define analytical questions, and shape insight outputs.
- Present findings and recommendations to both technical and non-technical audiences in a clear and compelling way.
- Act as a trusted analytical partner, supporting evidence-based decision-making across the organisation.
- Collaborate with the Data Development team to shape data models, pipelines, and datasets that support analytical and reporting needs.

Key accountabilities

- Validate data quality and ensure analytical outputs are robust, accurate, and fit for purpose.
- Contribute to the continuous improvement of analytical tools, processes, and standards within the team.
- Support the development and enhancement of insight-led reporting and dashboards.
- Ensure insights are aligned to organisational priorities and performance measures.
- Document analytical approaches, assumptions, and methodologies to support transparency and reuse.

Role requirements

- Strong experience working with large, complex datasets in a data analytics or insight role.
- Advanced experience using Databricks, including working with Spark-based data environments.
- Strong Python skills, with hands-on experience using Pandas and related analytical libraries.
- Experience writing efficient, well-structured code for data manipulation and analysis.
- Good understanding of data warehousing concepts and analytical data models.
- Experience working with cloud-based data platforms (Azure preferred).
- Strong analytical mindset with the ability to break down complex problems and apply structured thinking.
- Ability to interpret data critically, challenge assumptions, and draw meaningful conclusions.
- Ability to communicate complex analytical concepts clearly to non-technical audiences.
- Strong stakeholder management skills, with experience working across technical and business teams.
- Confident presenting insights, recommendations, and options to support decision-making.
- Experience supporting reporting and insight functions in a regulated or complex environment.
- Familiarity with data visualisation tools (e.g. Power BI, Databricks One or similar).
- Experience working in Agile or sprint-based delivery environments (e.g. Azure DevOps).
- Curious and proactive, with a strong desire to understand the “why” behind the data.
- Collaborative and team-focused, with a willingness to share knowledge and best practice.
- Organised and able to manage multiple priorities effectively.
- Committed to continuous learning and development in data and analytics.