 



**Required for September 2024**

**Data Scientist Apprentice**

**Full time: 37 hours per week**

**Between core hours of 8.00am – 5.00pm**

**Salary: (App1 £11,667 – App6 £23,500) dependent on age and experience.**

THE MERCIAN TRUST ALD - ALDRIDGE SCHOOL

GRB - Q3 ACADEMY GREAT BARR LAN - Q3 ACADEMY LANGLEY

QHS - QUEEN MARY’S HIGH SCHOOL

QMG - QUEEN MARY’S GRAMMAR SCHOOL SOA - SHIRE OAK ACADEMY

TLS - THE LADDER SCHOOL TPN - Q3 ACADEMY TIPTON

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The Mercian Trust 2023

WSS - WALSALL STUDIO SCHOOL

 

About The Mercian Trust

The Mercian Trust is a nine school Multi- Academy Trust that is currently seeking a Data Scientist Apprentice to support the existing digital transformation team.

Trust ethos & values

Our name is rooted in history and expresses a geographical identity and ambition. The ancient kingdom of Mercia encompassed much of what we now recognize as the West Midlands – and crucially for us it included what we now call the Black Country. It was in Mercia that St Chad established an association of small monasteries which fostered unity through bonds of kinship.

Now, a thousand years later, we look to demonstrate the same spirit in our approach. We are a family of schools committed to each other – diverse in nature, proud custodians of our history and success, but together, one charitable Trust with a common purpose.

Our Trust exists to equip our students to **live life to the full.**

Our mission is **increasing opportunities** and

**improving outcomes** to enable our students to:

* Realize their potential.
* Thrive in the world of work.
* Make a positive contribution to the local, national and international community.

Our values are:

* Excellence and Rigor
* Challenge and Support
* Safety and Wellbeing
* Acceptance and Applause

Mission Statement: <https://www.themerciantrust.org/#our_mission>

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**OUR STRATEGIC PLAN**

2020-2025 (Mid-Point 2022/23)



**Growing the Trust (in size and influence)**

* 1. Demonstrate **TRUST CAPACITY** through improvements in existing schools (performance tables) and through securing **GOOD AND BETTER OFSTED JUDGEMENTS** that are recognised by parents, external stakeholders, future partners, and the DFE.
  2. Increase **STUDENT NUMBERS C.5K –> C.10K** through increasing PAN, recruitment/retention in post-16 and through additional schools joining the Trust.
  3. Realise **EXPANSION** projects and **BUILDING PROGRAMMES.**

**Becoming an Employer of Choice**

* 1. Further develop a well-trained, professionally **SKILLED & MOTIVATED** workforce (through opportunities + **CPD** beyond one school).
  2. Deliver consistent, harmonised **PAY** and **CONDITIONS OF SERVICE** as one employer committed to fairness across uniquely diverse schools.
  3. Introduce staff rewards and **RECOGNITION** and increase staff retention and internal

**PROGRESSION** (promotion within the Trust) for staff [Note: This links to our EDI commitments].

**Digital Transformation: Teaching, Learning and Leadership Practice.**

* 1. Upskill teachers to become experts in **DIGITAL TOOLS** and **PLATFORMS**

(personalising high-quality content and interaction with students).

* 1. Reduce **STAFF WORKLOAD** and discover **NEW EFFICIENCIES** through collaboration, automation (AI/IoT), innovation and influence beyond one school.
  2. Optimise evidence-based decision making through **DATA ANALYTICS.**

**System and Structures: Enabling Successful Schools.**

* 1. Develop effective **MAT CENTRAL TEAMS,** structures and systems to support schools with clear SLAs that demonstrate commitment and drive improvement.
  2. Recruit, develop and maintain effective **LEADERSHIP AND GOVERNANCE** at all levels while succession planning for the future.
  3. Strengthen leaders’ commitment to the students and staff in more than one school through **COLLABORATION** and **SYSTEM LEADERSHIP.**

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| **COMMON PURPOSE**  **(OUR MISSION)** | Increasing Opportunities, Improving Outcomes. |
| **LIFE TO THE FULL**  **(OUR VISION)** | Equipping our students to (1) **realize their potential** (2) **thrive in the world of work**  (3) **make a positive contribution** to the local, national and international community. |
| **GOOD RIGHT & TRUE**  **(OUR APPROACH)** | **Good: Honesty**, **integrity**, and **positivity** in our approach to people and tasks.  **Right: Professionalism**, **teamwork**, and a **pioneering spirit** (innovation).  **True: Accuracy**, **precision** and **sincerity** in our work. |
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| **OUR PRIORITY THEMES** | |
| **Transformation: Social Mobility, Social Justice.**   * 1. Develop and deliver an ambitious, relevant and responsive **CURRICULUM** inside and outside the classroom (academic, vocational, enrichment and cultural).   2. Enhance aspirational, inspirational, evidence-based **TEACHING** and experiential **LEARNING.**   3. Support students’ physical **SAFETY**, mental **WELLBEING** and **CHARACTER** development including through student leadership in the community. | |

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| **OUR TOOLKIT** | | |
| Scheme of Delegation | System Leadership | Professionalised Governance |
| QA & External Reviews | Integrated Business Planning | Teacher & Leader Development |
| Single Digital Platform | Professional Support Services | Therapists / Clinical Team |
| External Network Contribution: DFE Advisory Boards, CST, Chartered College, Whole School SEND, LLSE, UoB | | |

 

# Job Description:

## Job Purpose

The Mercian Trust is committed to a digital transformation that supports all schools and central services in a new infrastructure to support cloud services and the use of M365 to reduce staff workload and discover new efficiencies through communication, collaboration, automation, innovation, and influence beyond school.

You'll work closely with experienced data engineers, data managers, school and central team leaders gaining practical experience and contributing to critical projects resulting in data lead leadership. This role is ideal for someone passionate about data, eager to learn, and ready to launch their career in the field.

You will be working as a valuable member of the digital transformation team and contribute to our effective use of data to transform the way we teach, learn, lead and operate. Accreditation opportunities exist to achieve sector recognized qualifications in Microsoft Office Specialisms (MOS) alongside your degree apprenticeship.

## Main Responsibilities

The main responsibilities of the role include:

* Assisting in the collection and organization of raw data from various sources to support data- driven leadership.
* Learning to transform data into usable formats for analysis, ensuring the data is ready for decision-making processes.
* Collaborating with the team to validate data quality and helping maintain clean and accurate datasets for reliable insights.
* Gaining exposure to database administration tasks and assisting in monitoring and optimizing database performance for efficiency.
* Learning about data modelling techniques and contributing to the development of data pipelines to streamline data processes.
* Documenting processes, procedures, and best practices, and helping create data-related reports to communicate findings effectively.

## Miscellaneous

* Any other reasonable duties as directed by the Director of Digital Development which may develop as the strategy evolves over the first year of employment

## Qualification

* Data Scientist Degree Apprenticeship – Details of the apprenticeship content and structure can be found here.
* Entry Requirements: BBB-BBC at A Level with at least a C in Maths or Level 4 Data Analyst Apprenticeship at Distinction or Merit.

 

# Person Specification:

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|  | **Essential** | **Desirable** |
| A strong foundation in mathematics, statistics, and programming. | X |  |
| Experience with data analysis, data visualization, and data storytelling using tools such as Python, R,  SQL, Tableau, and Power BI. | X |  |
| Knowledge of data engineering concepts and best practices, such as data pipelines, data warehousing,  data quality, and data governance. | X |  |
| Familiarity with cloud computing platforms and services, such as AWS, Azure, or Google Cloud, and their data-related offerings. | X |  |
| Ability to design, build, test, and deploy scalable and robust data solutions using various technologies,  such as Spark, Kafka, Hadoop, Airflow, and Docker. | X |  |
| Curiosity and passion for learning new skills and exploring new data sources and methods. | X |  |
| Problem-solving and critical thinking skills, with a focus on delivering business value and meeting customer needs. | X |  |
| Communication and collaboration skills, with the ability to work effectively in a team and across  different stakeholders and domains. | X |  |
| Creativity and innovation skills, with the ability to generate and implement novel ideas and solutions for data challenges. | X |  |
| - Professionalism and ethical awareness, with the respect for data privacy, security, and quality standards. | X |  |

**Key Information – How to Apply**

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| **Post** | Data Scientist Apprentice |
| **Responsible to** | Director of Digital Development |
| **Contract and Salary** | 37 hours per week  Pay Scale: App1 – App6  Block release at University of Nottingham – 7 x 2 day periods each year. |
| **Closing Date** | 17th July |
| **Interview Date** | 19th July 2024 |
| **Start Date** | 1st September 2024 |
| **Informal Conversations** | To arrange an informal conversation regarding this post, please email: [david.wright@merciantrust.org.uk](mailto:david.wright@merciantrust.org.uk) |
| **How to apply** | Please complete the application form, adhering to the word limits where specified. For Interview  You will be required to share an example of how you have engaged with data and provide examples of how data can be used to inform data driven leadership. |

***The Mercian Trust is committed to equal opportunities, safeguarding and promoting the welfare of children and young adults. We expect all staff to share this commitment. As these posts involve working in regulated activity unsupervised with children all post-holders are subject to satisfactory pre-employment checks including an Enhanced Disclosure and Barring Service check.***