

Executive Brief

Organisation: Monash Health
Position: Director, Business Intelligence
Consultant: Catherine Reidy & Imogen Francis
Date: February 2024

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About Monash Health



Monash Health is Victoria's largest public health service. They are proud to provide healthcare to one quarter of Melbourne's population, across the entire life-span from newborn and children, to adults, the elderly, their families and carers.

They improve the health of the community through:

- Prevention and early intervention
- Community-based treatment and rehabilitation
- Highly specialised surgical and medical diagnosis, treatment and monitoring services
- Hospital and community-based mental health services
- Comprehensive sub-acute, aged care and palliative care Services
- Research, education and teaching the next generation of healthcare professionals
- Regional and state-wide specialist services

Monash Health has 25,000 employees working at over 40 care locations across south eastern Melbourne, including Monash Medical Centre, Monash Children's Hospital, Moorabbin Hospital, Dandenong Hospital, Casey Hospital, Kingston Centre, Victorian Heart Hospital, Cranbourne Centre, and an extensive network of rehabilitation, aged care, community health and mental health facilities.

They are committed to their iCare values of integrity, compassion, accountability, respect and excellence.

W: <http://www.monashhealth.org>

Head Office: Clayton, Victoria

Monash Health Work and Culture

At Monash Health they are relentless in their pursuit of excellence and work to their six guiding principles.

- They consistently provide safe, high quality and timely care
- They provide experiences that exceed expectations
- They work with humility, respect, kindness and compassion in high performing teams
- They integrate teaching, research and innovation to continuously learn and improve
- They orientate care towards their community to optimise access, independence, and wellbeing
- They manage their resources wisely and sustainably to provide value for their community

Monash Health values diversity and individual worth. As an equal opportunity employer, Monash Health is committed to a fair, equitable and non-discriminatory workplace that maximises the talent, potential and contribution of all employees. They act with fairness, dignity, and empathy for each other and for their patients. They value honesty, openness and taking responsibility for their performance. They aim for and recognise innovation, quality, and professionalism.

When you join Monash Health, you become part of a team that is committed to the pursuit of excellence in their care, teaching and research.

Monash Health's Care at a Glance

Why join Monash Health?

As Victoria's largest health service provider, Monash Health offers diverse careers in a variety of medical, nursing, allied health and research fields. They also offer careers in finance, information technology, public affairs and communications, human resources and facilities management.

Their services seek to improve the health and wellbeing of all Victorians – it's work that makes a difference.

If making a difference to the lives of others is important to you, you've found the right place.



Monash Health Campuses

The services provided at each site are constantly evolving to ensure they continue to meet their community's changing needs and expectations. They adopt the latest advances in health science and technology to provide consistently safe and high-quality care.

Monash Medical Centre



Monash Medical Centre is a major tertiary, quaternary, teaching and research hospital providing a comprehensive range of specialist surgical, medical, allied health, mental health and palliative care services.

Monash Medical Centre has one of Victoria's busiest emergency departments and offers dedicated paediatric emergency facilities. Co-located with Monash Children's Hospital, and with ready access to the state's largest special care nursery and neonatal intensive care unit,

Monash Medical Centre is uniquely placed to provide world-class maternity and newborn care for complex and high-risk pregnancies.

Victorian Heart Hospital



Opened in February 2023, the Victorian Heart Hospital is the newest tertiary-level Monash Health facility. Located at Monash University's Clayton campus, and home to the Monash Victorian Heart Institute's research program, the Victorian Heart Hospital is Australia's first dedicated cardiac hospital.

The Victorian Heart Hospital features world-class clinical cardiac services, innovative models of care, the latest in diagnostic imaging technology, research streams and education programs to create a centre of excellence. The Victorian Heart Hospital is home to Monash Health's cardiac teams, and provides patient care in state-of-the-art cardiac catheterisation laboratories, Australia's first dedicated Cardiac Emergency Unit and Cardiac Intensive Care Unit, surgical theatres, inpatient units and specialist clinics.

Monash Children's Hospital



Monash Children's Hospital is a major tertiary, teaching and research paediatric hospital, providing care for more than 120,000 children annually.

Co-located with Monash Medical Centre, it provides 34 specialist services and programs, including Victoria's largest neonatal intensive care unit, paediatric intensive care, the Early in Life Mental Health Service, forensic medicine, rehabilitation, surgery, oncology, allergy and palliative care services.

Monash Children's Hospital provides paediatric services across three sites, including emergency and inpatient services at Casey and Dandenong Hospitals. Monash Children's Hospital at Home provides treatment for a range of conditions, caring for neonates and children from 0–18 years in their own home. Monash Children's Hospital uniquely links paediatric and adult services, to create positive, safe, and high-quality transitions of care.

Casey Hospital



Casey Hospital is a major teaching and research hospital, serving one of the fastest growing areas in Melbourne's south east and enabling easier community access to higher acuity care. It provides emergency, general medical, mental health, rehabilitation, surgical, ambulatory and leading cardiovascular services. Casey hospital also provides paediatrics, maternity, special care nursery services and intensive care.

The facilities at Casey Hospital continue to grow to meet the needs of the local community with an expansion to the emergency department due to commence later this year. The Monash University Education Hub located on-site enables Monash Health to coordinate training and education for medical, nursing, midwifery and allied health students.

Cranbourne Integrated Care Centre



Cranbourne Integrated Care Centre is located in the heart of Cranbourne, with services tailored to the local community. Providing a range of same-day acute and sub-acute services, the Centre removes barriers to care and boosts primary and preventive health programs. Services include surgery, renal dialysis, ophthalmology, mental health, sexual assault support, psychology, podiatry, dental care, dietetics, physiotherapy, occupational therapy and specialist services, such as our multidisciplinary Aboriginal paediatric clinic. In 2022, community gynaecology services expanded to operate from Cranbourne on a weekly basis.

To meet growing local demand, the building of a new Cranbourne Community Hospital is underway and due to be completed by early 2025. The hospital will have an expansion of the services currently offered at the Cranbourne Integrated Care Centre plus an urgent care centre.

Dandenong Hospital



Dandenong Hospital is a major teaching and research hospital providing several general and specialist services to Dandenong and surrounding communities. The services include an emergency department, general medicine and surgery, intensive care, specialty inpatient and outpatient mental health facilities, maternity care, special care nursery, paediatrics, outpatients, haemodialysis, and allied health services. Dandenong Hospital also provides specialist surgical services including orthopaedics, plastics, ear, nose and throat, vascular, facio-maxillary surgery and gynaecology. Dandenong Hospital is a specialist referral centre for a wide rural and regional catchment.

Jessie McPherson Private Hospital



A private hospital co-located at Monash Medical Centre, Jessie McPherson Private Hospital offers specialist services for people in Melbourne, regional Victoria, interstate and overseas. Being located at Monash Medical Centre affords access to specialist services not offered in most other private hospitals, such as adult and paediatric intensive care units, a neonatal intensive care unit, and the full suite of pathology, pharmacy, and diagnostic imaging services.

Jessie McPherson's Cardiac Unit, known as Monash Heart Private (operated by Jessie McPherson Private Hospital), is located at the new Victorian Heart Hospital, Clayton.

Kingston Centre



Kingston Centre is a large subacute facility specialising in high quality rehabilitation and functional restoration, including the full range of allied health services for adults of all ages, transitional care, and aged mental health.

The centre provides specialist services for older people including aged care assessment, cognitive dementia and memory services, a Falls and Balance Clinic, Pain Clinic, centre-based community rehabilitation services and continence services.

Kingston Centre is at the forefront of research into aged mental health and geriatric medicine.

Moorabbin Hospital



Moorabbin Hospital incorporates Monash Cancer Centre, one of Victoria's leading cancer treatment centres, and hosts the Southern Melbourne Integrated Cancer Service. Moorabbin Hospital has a longstanding partnership with the renowned Peter MacCallum Cancer Centre, which delivers radiotherapy services at the site. Moorabbin Hospital provides specialist ambulatory, inpatient medical oncology care and extensive elective surgery and dialysis services. It has recently added a new general medicine inpatient ward and is home to Victoria's first Patient Simulation Centre. The hospital plays a major role in the education and training of undergraduate and postgraduate medical students, nurses and allied health professionals. Diagnostic imaging modalities are available at the site, allowing clinical teams to have access to the best information needed to provide patient-centred care. The hospital is a centre for research, and in particular, a major contributor to cancer-related research.

Community Health Facilities



Monash Health's community program operates at 12 sites and provides services from other community-based sites to improve, maintain and manage the health, independence and wellbeing of our communities. Our diverse community health facilities focus on providing integrated, multidisciplinary care close to home. Across these sites, they provide day surgery, dental services, mental health services, dialysis and operate a range of other specialist clinics. Our role is to support and prepare consumers to self-manage their health and health care. Partnering with other Monash Health services, they help people of all ages through all stages of health, independence and wellbeing, delivering an integrated pathway from acute and sub-acute care to the community.

Mental Health Facilities



Monash Health operates a comprehensive, whole-of-life mental health and wellbeing service, including hospital inpatient units, community residential facilities, community care services and drug and alcohol services, across multiple hospital and community-based facilities. The mental health program comprises an Early in Life Mental Health Service (perinatal infant, child and adolescent), Young Persons' Mental Health Service, Adult Mental Health Services, Aged Persons' Mental Health Service, and Alcohol and Drug Services, along with statewide/regional specialist eating disorder and gender dysphoria services.

Aged Care Facilities



Monash Health currently operates four aged care residential services located in south-eastern Melbourne. Their fully accredited facilities are spread across our catchment to support access for residents requiring specialist care. The services provide permanent and respite care for residents assessed by the Aged Care Assessment Service (ACAS) as requiring residential aged care services. Their services provide care to residents living with complex histories of mental health illnesses, dementia and those living with disabilities and chronic disease. A redevelopment of a new aged care facility at the Kingston Centre is expected to be completed in 2025.

Position Overview



Position Title:	Director, Business Intelligence
Classification:	HS10
Department:	Business Intelligence
Reports to:	Carlos Scheinkestel - Executive Director Quality and Safety



His portfolio also includes Risk and Business Intelligence.

Carlos Scheinkestel's remit is to drive and support the organisation in the delivery of reliably safe, high-quality care that consistently meets or exceeds best practice standards and expectations.

Business Intelligence has, with his guidance, excelled in using data to inform and improve patient care with reporting and analytic functions including performance, quality and progression of care dashboards, numerous scorecards, interactive dashboards, data cubes and predictive modelling.

Purpose

The role is responsible for:

- Directing the business intelligence function.
- Providing clinical, operational, finance and performance information to Monash Health.
- Updating and implementing the Business Intelligence Strategy.

The Director will lead the Business Intelligence (BI) team responsible for the development, management and analysis of all clinical, non-clinical and service activity data within Monash Health. These activities are critical in supporting business operations to improve care quality and efficiency, monitor performance, understand costs and maximise revenue. The role is also responsible for providing data to external clients such as the Department of Health.

Key Result Areas

Lead, motivate, coach and mentor the BI team to

- Provide clear, integrated information and reports across Monash Health relating to hospital activity, other service activity (including community health and mental health), case mix funding, finance, human resources, quality & safety, key performance indicators and bed numbers.
- Ensure integrity and maintenance of core data repositories and cybersecurity.

Scope

Budget	3.5M
Equivalent full-time employees	21.6
Direct Reports	4
Key Internal Relationships	<ul style="list-style-type: none">• Board and Executive• Clinical program leaders• Corporate function leaders• Quality Managers
Key External Relationships	<ul style="list-style-type: none">• Department of Health including Victorian Agency for Health Information and Safer Care Victoria• Health RoundTable• Similar roles in external health services

Responsibilities

The following responsibilities and accountabilities exist to ensure we deliver high quality care and are compliant with relevant standards including National Standards.

The Director is responsible for:

- Updating and implementing the Business Intelligence strategy ensuring it supports the strategic direction for high quality care.
- Leading and managing the Business Intelligence team.
- Efficiently managing projects and prioritising work.

Technical

- Apply strong analytical and problem solving skills and high level computer and health service knowledge to work with large and complex data sets.
- Develop management reporting tools.
- Extract, query, analyse and reporting information.
- Write reports that answer the clients questions in a clear and timely fashion
- Stay on top of emerging technologies and tools.

Financial Management

- Ensure that there is financial responsibility and accountability across the functions under the position's control and develop and implement financial strategies that will ensure budget targets and key performance indicators are met.
- Initiate and implement actions to improve the financial effectiveness of all functions under the position's control.
- Develop and monitor an annual operating budget and manage departmental expenditure.

People Management

- Provide leadership and support for direct reports, appraise their performance and ensure they complete required training and are provided with professional training and development opportunities.
- Complete all mandatory and targeted training.
- Complete any personal training and professional development requirements.
- Participate in annual performance development discussions with your manager.
- Manage employees through effective:
 - Recruitment, retention, recognition and development strategies.
 - Effective consultation and communication processes.

Occupational health and safety

- Participate and co-operate in consultative processes to improve health and safety.
- Observe safe working practices and as far as you are able, protect your own and others' health and safety.
- Monitor the operations and continuous improvement of the Monash Health Occupational Health and Safety Management System within the area of responsibility and provide a safe and positive workplace.

Person Specifications

Qualifications

- Tertiary qualification in information technology.
- Health qualifications will be looked upon favourably.

Technical Skills, knowledge & Experience

- Strong business analytical skills.
- High level of computer knowledge.
- Business Intelligence technical ability in data extraction, querying, analysis and reporting.
- Knowledge of the health system and health services including case-mix, funding and hospital acquired complications.
- Demonstrated experience in:
 - Working with large and complex data sets.
 - The development of management reporting tools.
 - Project management.
- Demonstrated high level analytical and problem solving skills.
- Demonstrated experience in implementing a Business Intelligence strategy.
- An ability to write clear and timely reports that answer the client's questions.
- Ability to work independently as well as in a small team environment.
- Highly developed communication and interpersonal skills.
- Ability to liaise at all levels of Monash Health.
- Experience in leading a team will be looked on favourably.

Other position requirements

- As we support a culture of safety through employee immunisation, there must be documentation provided confirming completed immunisation on employment at Monash Health. Applicants who are new to Monash Health must provide evidence of immunisation before they can receive an offer of employment.
- Current and satisfactory Police Check (must also comply with Aged Care Act 1997 Accountability Amendment Principles 2012 if working in Aged Care setting).
- Current and satisfactory Working with Children Check.
- Applicants who are new to Monash Health will be required to enter into an Employment Agreement before commencement.

Management Team



Eugene Yafele, Chief Executive Officer (incoming)

Eugene is Monash Health's new CEO and officially takes up his appointment in March 2024.

He is currently the Chief Executive Officer at University Hospitals Bristol and Weston NHS Foundation Trust. Prior to that, Professor Yafele held the Chief Executive Officer position at Dorset Healthcare University NHS Foundation Trust and in 2022 was recognised as the top CEO in the NHS by the Health Service Journal. In addition to bringing a deep and broad experience across senior clinical, leadership and operational roles, Eugene is particularly interested in value-based healthcare and reducing health inequities.



Martin Keogh, Chief Operating Officer

Martin Keogh joined Monash Health as Chief Operating Officer after many years of clinical and management experience in a variety of roles in acute healthcare settings. This has enabled him to develop a broad level of knowledge, skill and understanding of the contemporary drivers for health service performance and the need for continual organisational improvement. Before joining Monash Health, Martin was acting Chief Operating Officer of Alfred Health. Martin has a proven track record in identifying and implementing improvements to enhance patient safety, access and, enhancing the overall experience of patients. He has a strong interest in patient safety and quality of care initiatives, incorporating evidence-based practice.



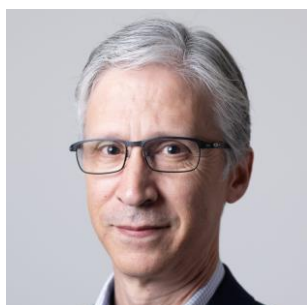
Anjali Dhulia, Chief Medical Officer, Executive Director, Medical Services

Dr Anjali Dhulia started her medical career in the Indian Army where she served for eight years. She completed her post-graduate training in paediatrics and practised in paediatric intensive care before migrating to Australia. She worked as a Fellow in Neonatology at the Women's and Children's Hospital in Adelaide, the Royal Women's and Royal Children's Hospital in Melbourne and also with the Neonatal Emergency Transport Service (NETS). She switched to a career in medical administration in 2008 and completed a Fellowship of the Royal Australasian College of Medical Administrators and has worked in various medical management roles. Her professional interests and expertise include medical workforce management, healthcare safety, quality and patient experience and engagement and wellbeing of medical employees. She has completed a Master of Public Health and a Master of Applied Positive Psychology. She has led the development and implementation of Monash Care (Mental Health and Wellbeing Strategy for Monash Doctors) and is co-lead in implementing the Women in Medicine Program at Monash Health.



Rachelle Anstey, Chief Financial Officer, Executive Director, Financial Services

Rachelle Anstey joined Monash Health in 2021 as Chief Financial Officer, with responsibility for Procurement, Logistics, Internal Audit, and Financial Services. Rachelle has a strong record of achievement and a wealth of experience across a broad range of industries and organisations, including public health. An expert in continuous improvement, Rachelle focuses on improving reporting and decision making for all levels of the organisation. Before joining Monash Health, Rachelle was Executive Director of Finance at Peninsula Health, providing critical insights and commercial guidance to support the organisation's strategic direction. Rachelle has also worked in senior finance roles for Alfred Health, Melbourne Water and RACV, leading large teams to deliver successful financial, payroll and revenue services alongside procurement and supply programs.



Andrew Perta, Chief Operating Officer – Aged, Community and Mental Health (interim)

Andrew has been with Monash Health for five years, including as General Manager of Specialty Medicine, Cancer, and Critical Care and as Deputy Chief Operating Officer for Kingston, Aged and Rehabilitation and Allied Health. Andrew has oversight of the newly formed Aged and Rehabilitation Division, including the 150-bed aged care development at the Kingston Centre in Cheltenham, expected to be completed in 2025. Andrew commenced his role as Interim Chief Operating Officer for Aged, Community and Mental Health in July 2023.



Mr Paul Butler, Interim Executive Director

Paul has had an extensive career in the Victorian public health system, including executive and senior management roles at the South East Metro Health Service Partnership, Alfred Health and the Victorian Department of Health in regional and program management, and disability services. Paul has been a Board director of a variety of non-government organisations in the health and human services fields.

His interests include health system and service planning and management and, particularly, the intersection of primary health care and acute hospital services. Paul commenced his role as Interim Executive Director, Office of the Chief Executive at Monash Health in May 2023.



Matthew Mahon, Interim Executive Director, Communication and Engagement

Matthew Mahon started working with Monash Health in 2020 during the height of the COVID-19 pandemic, providing high-level communications support to the Executive Director, Communication and Engagement. He has extensive experience in strategic communications and engagement, corporate affairs, government and media relations, and organisational transformation. He brings excellent judgement, strategic thinking and outstanding stakeholder relationship skills to his current role as Interim Executive Director, Communication and Engagement.

Prior to joining Monash Health, Matthew spent much of his 30-year career working in consultancy, advising and learning from hundreds of small, medium and large organisations across corporate, government and not-for-profit sectors. Most recently, Matthew was the Managing Director, Corporate at RoyceComm. Known for his warm and personable style, Matthew has developed a passion for working in the healthcare sector and is excited to utilise his extensive skillset and experience to continue delivering Monash Health's strategic priorities.



Katrina Nankervis, Chief Nursing and Midwifery Officer, Executive Director, Nursing and Midwifery

With extensive experience in the Victorian public health system, Katrina brings a drive to improve outcomes and experiences for patients, consumers and healthcare workers. She has considerable experience in the design and delivery of professional and clinical governance frameworks, strategic workforce planning, and continuous growth in workforce skill and capability.

Katrina holds an Adjunct Professorial appointment with Deakin University School of Nursing and Midwifery and has a close association with Monash University's School of Nursing and Midwifery. She is committed to enhancing outcomes through the translation of evidence into practice and to the growth of research culture, encouraging curiosity across all experience levels and a continued search for practice improvement.

Katrina is a Registered Nurse, holds a post registration Master of Nursing Science, and has a keen interest in healthcare policy originating early in her career from undergraduate studies of politics and economics at The University of Melbourne. Katrina has worked in the public, private, government, and higher education sectors. Katrina's core principle is centred on preserving patient dignity and comfort. Her ultimate goal is to motivate and empower healthcare professionals to consistently provide exceptional fundamental and compassionate care, at every encounter. Katrina believes that only from this platform, can the full benefits of interprofessional comprehensive care be realised.



Ms Silvana Sgro, Interim Executive Director, People and Culture

Silvana joined Monash Health in June 2023 as Director, People and Culture Operations. A strategic thinker and leader with a deep understanding of workforce and industrial frameworks, Silvana has extensive experience in both the Employee Relations and People and Culture functions of large organisations.

Silvana began her career working in public sector unions, and later at the Center for Psychiatric Nursing and the General School of Nursing at the University of Melbourne.

She has led corporate service functions in a number of Government services, including a period as Director, Industrial Relations at the Victorian Department of Health and Human Services, and as a Director at Family Safety Victoria, where she led workforce reform projects arising from the recommendations of the Royal Commission into Family Violence.

Silvana commenced her role as Interim Executive Director, People and Culture at Monash Health in February 2024.



Michael Franco, Executive Director, Digital Health

A/Prof Michael Franco (MBBS, FRACP, FACHPM, FAIDH) is a consultant physician and medical informatician. He is a senior staff specialist, dual trained in Medical Oncology and Palliative Medicine, and Chief Medical Information Officer at Monash Health. Michael was also granted an Adjunct Associate Professorship at Monash University in 2016. He is a Fellow of both the Royal Australasian College of Physicians and Australasian Institute of Digital Health.

Michael was an integral part of establishing clinical trials in the Palliative and Supportive Care Unit at Monash Health, culminating in the Unit being formally recognised by the European Society of Medical Oncology as a Designated Centre of Integrated Cancer Care, and he has been Principal Investigator on national and international investigator led and industry sponsored clinical trials. He has been the recipient of Monash Health Best Clinical Research and Victorian Public Healthcare Awards.

He was appointed executive director Digital Health in February 2024.



Carlos Scheinkestel, Executive Director, Quality and Safety

Carlos is the Executive Director of Quality and Safety and is also responsible for Risk and Business Intelligence. His remit is to drive and support the organisation in delivering reliable, high-quality care that consistently meets or exceeds best practice standards.

Since commencing at Monash Health, Carlos has developed robust clinical governance structures and cultivated a positive and supportive culture for employees to report clinical incidents. His team has guided the organisation through two successful accreditations under the National Safety and Quality Health Service Standards, the last following a State-wide Pandemic Code Brown.

Monash Health's risk maturity, as assessed by The Victorian Managed Insurance Authority, has risen to 93.78% during Carlos' tenure, with scores greater than 88% indicating a high level of confidence in meeting the mandatory requirements of the Victorian Government Risk Management Framework.

With his guidance, the Business Intelligence team has excelled in using data to inform and improve patient care with reporting and analytic functions, including performance, quality and progression of care dashboards, numerous scorecards, interactive dashboards, data cubes and predictive modelling.

Carlos has served on government committees, has a number of publications, received an NHMRC research grant, and has given many invited presentations, both nationally and internationally. He is an Adjunct Clinical Professor with Monash University and completed studies focusing on leadership in disruptive times, obtaining a Specialist Certificate in Executive Leadership at the Melbourne Business School.

Board of Directors

<https://monashhealth.org/about/board-of-directors/>

Application Process and Timelines



Catherine Reidy - Partner

E: creidy@derwentsearch.com.au P: +61 (0)435 285 344 [LinkedIn Profile](#)

Catherine is a Partner Consultant in our Victorian Healthcare practice. With over 15 years' executive search experience, Catherine's diverse skill set enables her to challenge what the right fit looks like, overcoming leadership challenges at Board, C Suite and senior executive levels.

As a specialist advisor in corporate and clinical search assignments across Healthcare, Public Sector and Higher Education, Catherine has deep sector expertise enabling her to gain a thorough understanding of her client's needs. Prior to joining Derwent Catherine held corporate and specialist search roles with respected organisations in Australia and Ireland.

To Apply

Monash Health has engaged the executive search firm Derwent to assist with this appointment. Derwent will support the selection panel to identify the widest possible field of qualified candidates and to assist in the assessment of candidates against the requirements for this role.

Interested candidates should provide a confidential email address and suitable daytime and evening telephone contact details, as well as details of their availability during this period. In submitting your application, you should include the following:

Covering Letter	Curriculum Vitae
<p>Your cover letter should address your experience in the following areas:</p> <ul style="list-style-type: none">- Proficiency in BI tools and technologies and depth of understanding of data governance, quality and security.- Experience in leading and managing BI teams.- Success in implementing BI strategies and aligning them with overall business objectives.- Facilitation of collaboration between BI teams and business departments to ensure effective communication and performance.- Demonstration your understanding of business processes and how BI can drive strategic decision-making.- Evidence of the impact of your leadership style.	<p>A standard CV – MS Word or PDF.</p>

Timelines

- Interviews with Derwent will take place in February 2024.
- Client interviews will take place in mid - late March. Second round interviews: TBD.

For a Confidential Discussion

Please contact Partner, Catherine Reidy, from Derwent as per the above contact details. Applications should also be addressed to and emailed directly to Catherine.