



Data Analyst

Up to £38,884

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About Beacon

Beacon Cymru results from the merger in January 2025 of Coastal Housing and RHA Wales: two respected community landlords with reputations for excellence, innovation and being a positive force in the communities where they work.

At Beacon we're a team in the truest sense of the word. We value relationships highly, so we invest in them daily. As a result, our workplace culture is open, trusting and respectful. It's also safe, which we think is pretty critical to encouraging new ideas and approaches.

We employ almost 380 people across south west Wales and we trust every single one of them to know, and do, their work in the way that gets the best results for residents, the local community and the planet.

Beacon owns and manages almost 9,000 homes across South Wales. We aim to be an organisation for the future; one which constantly raises the bar to deliver improved services and homes for residents. We aim to deliver a greater number of new, high-quality homes each year; we're focused on growth and investment in existing homes and services, and we're a more resilient organisation with a wider geographical reach. We currently have over 500 new homes under constructions across the regions where we operate.

Beacon vision is to provide better places for people and the planet. Our purpose is to create lasting change you can see, through affordable homes, sustainable neighbourhoods, and vibrant town and city centres.

This is supported by our digital vision, which is to use technology to support and enable our aims and priorities, and to enhance our services, communication and interaction with residents and businesses across the communities in which we work. In doing this we will endeavour to create opportunities through our digital strategy for resident focus, innovation and sustainability.



Job Title:	Data Analyst
Place of work:	High Street, Swansea but offer flexible working
Hours of work:	35hrs Monday to Friday
Salary:	Up to £38,884 depending on skills and experience

Our location

Operating across Swansea, Rhondda Cynon Taf, Neath Port Talbot and Carmarthenshire, we have the Gower's world class beaches, beautiful natural landscapes and the Welsh valley's rich industrial heritage on our doorsteps. Swansea and the wider regions where we operate offer world class educational institutions, and the ongoing regeneration across the areas in which we are based bring creativity, thriving communities and friendly places to live and work.

Job Summary

The Data Analyst is responsible for focusing on helping Beacon to manage and gain actionable insight from large and variable amounts of data to find patterns and insights to help us answer our business questions and problems and to transform our services.

Working closely with key stakeholders across the business, you will lead on the development and maintenance of all Beacon's data models, dashboards and reports that provide meaningful insights and have the opportunity to help shape data driven decision making.



Purpose of Role

Data Quality and Management

- Take a lead role in the development of a data warehouse to enable Beacon to be a data driven organisation.
- Achieve one version of the truth across all areas of Beacon, ensuring data integrity, accuracy, and consistency and identifying and resolving any gaps or quality issues.
- Lead and manage workstreams related to data quality.
- Supporting data governance and infrastructure initiatives, working and collaborating closely with the Tech Team to deliver these.
- Support the development of data standards, documentation, and best practices.

Data Analysis and Insight

- Conduct in-depth analysis of business data to identify trends, opportunities, and areas for improvement.
- Deliver actionable insights through data storytelling, helping service area leads, senior management and Board Members to understand key findings and use them to inform decision making.
- Develop and maintain interactive dashboards and reports using Power BI.
- Create automated reporting processes to improve efficiency and accessibility of insights.
- Ensure data visualisations are intuitive, engaging, and aligned with business needs.

Continuous Improvement and Innovation

- Contribute to the development and delivery of Beacon's Data Strategy, transforming how we use and manage data.
- Work closely with the Tech Team to identify opportunities for automation and process optimisation.
- Support the adoption of new analytics tools and methodologies to enhance data capabilities.

- Stay up to date with emerging trends in data analytics, machine learning, and AI.
- Participate in and ensure that the team participates in service interventions.

Leadership and Organisational Development

- Ensure a high level of performance both on an individual and team basis.
- Work closely with service area leads, senior management and board members to understand data needs and deliver tailored insights.
- Use a systems thinking framework to ensure the delivery of outstanding services.
- Create and maintain effective and collaborative relationships with colleagues and service areas across the business.
- Create an environment in which staff have the skills, knowledge and capacity to do their job.
- Be part of creating a culture of creative thinking and innovation
- Encourage, support and use appropriate and timely communication.

Generic duties and responsibilities

- Participate in and contribute to wider professional networks and collaborative working relevant to the role in order both to develop skills and knowledge and bring new ideas back into the work.
- Attend relevant conferences, webinars, workshops and meetings as appropriate.
- Embracing diversity and treat colleagues, residents, and stakeholders in a fair, non-discriminatory way.
- Complying with health and safety regulations and the Group's working procedures.
- Awareness and understanding of relevant Beacon Cymru policies and procedures.
- Engaging in all training and professional development identified as necessary for the role.
- Carry out any other duties reasonably requested by the Group.

NB. *This is not exhaustive and may change to meet the needs of Beacon Cymru Group.*

Data Analyst

Person Specification

Essential

Desirable

Qualifications & Experience

✓		<ul style="list-style-type: none"> Educated to degree level or qualified by relevant experience in a relevant field eg data science, business intelligence or a related field.
	✓	<ul style="list-style-type: none"> Relevant certifications in data analytics, BI Tools, MS Fabric and cloud platforms
✓		<ul style="list-style-type: none"> Strong track record of delivering actionable insights that drive business performance.
✓		<ul style="list-style-type: none"> Experience of working with large datasets and databases and/or data warehouses
✓		<ul style="list-style-type: none"> Experience of using Power BI to create Dashboards
✓		<ul style="list-style-type: none"> Experience of a one team approach and working collaboratively across teams and/or service areas
	✓	<ul style="list-style-type: none"> Experience within the housing sector

Skills and Knowledge

✓		<ul style="list-style-type: none"> Excellent ability to translate complex data into clear, compelling and actionable insights
✓		<ul style="list-style-type: none"> Computer literate with excellent knowledge of Microsoft Office and business intelligence/data management systems and programming languages e.g SQL
✓		<ul style="list-style-type: none"> Analytical ability with attention to accuracy and detail whilst being able to interpret data and analysis at a strategic level.
✓		<ul style="list-style-type: none"> Familiarisation with data visualisation and analytics tools and ability to make data accessible to diverse audiences.
✓		<ul style="list-style-type: none"> Excellent written and communication skills. Ability to tell a story with data.
✓		<ul style="list-style-type: none"> Awareness of data governance, data security and compliance principles
✓		<ul style="list-style-type: none"> Understanding of data modelling, ETL processes and cloud based data solutions
✓		<ul style="list-style-type: none"> Ability to manage and develop a team

✓		<ul style="list-style-type: none"> Ability to work under pressure managing multiple programmes of work and prioritising effectively
✓		<ul style="list-style-type: none"> Able to work on own initiative, taking responsibility for actions and decisions surrounding areas of accountability
✓		<ul style="list-style-type: none"> SQL / Coding Experience
	✓	<ul style="list-style-type: none"> Power Platform experience
	✓	<ul style="list-style-type: none"> Familiarity with AI, machine learning and knowledge of current and emerging digital transformation trends.
Personal Qualities		
✓		<ul style="list-style-type: none"> Genuine team player who is self-aware, self-reflective and collaborates positively with peers for team success
✓		<ul style="list-style-type: none"> Ability to work with a diverse group of internal stakeholders.
✓		<ul style="list-style-type: none"> Excellent communication and collaboration skills
✓		<ul style="list-style-type: none"> Willingness to 'learn on the job' as the Business Insight Service develops
✓		<ul style="list-style-type: none"> Committed to Diversity, Equity and Inclusion
General		
✓		<ul style="list-style-type: none"> May require flexibility for occasional evening meetings and will be able to work flexibly guided by the needs of team/colleagues, our residents and the business

Next steps

If this seems the job for you can apply online 24/7 right up until **04th January 2026**

If you'd like to chat to us about the role before you apply, please contact Nicky Fisher, Head of Business Insight on 07718 702114.

You can save your application progress through our online application system so you don't need to do the entire thing in one go. We are not accepting CV's for this vacancy.

Here's a whistlestop tour of our typical recruitment process so you know what to expect:

- Complete and submit the application form online before the closing date and time shown.
- We'll review all applications and let you know whether or not you've been shortlisted.
- If you are, we'll invite you to come and meet us for an Assessment Day on **12th January 2026**. Please ensure you are available for this date prior to applying as we will not be able to offer alternative dates.
- If you're successful, we'll make you an offer.
- Once you've accepted our offer, we'll follow up your references and check your eligibility to work in the UK – if the role requires it, we'll also carry out a DBS check.
- Once that's all done, we'll send you a contract and confirm your start date.
- Welcome to **#TeamBeacon!** There's a 6-month probationary period from your start date and your manager and HR will support you throughout.

Our benefits

Beacon offers a wide range of benefits including:



30 days annual leave, plus an additional 2 days leave at Christmas!



Enhanced family friendly leave, including paid dependency leave.



Defined contribution pension with included life assurance of 3 times your salary.



Enhanced company sick pay.



Extensive wellbeing offer.

Want to see the full range of benefits?
Visit beacon.cymru/jobs

