Evidence and Insights

Leading

Draws on a range of evidence and insights to support analysis that informs each stage of the policy process. Aware of the reliability of the evidence.

- Applies expert knowledge to lead others in developing strong evidence-informed policy.
- Develops and guides others on the right lines of enquiry.
- Draws on the right capabilities to mine data and use 'big data' for insights that can enable better decisions and create value.
- Can commission and execute monitoring and evaluations, and build findings into policy development, at early and subsequent stages in the policy cycle.

70% on-the-job learning

Engage with decision makers to illustrate how the research, information and data generated by you and your colleagues can help achieve policy goals.

Consider how regular data flows can provide alerts about emerging patterns and potential issues.

Understand predictive analytic models and methods for improving insights, and their limitations.

Use multiple sources of data to get a better picture of situations and issues.

Have a rich understanding of the characteristics of the people affected by your subject area and advise others on useful ways to demonstrate potential impacts of different decisions.

Regularly scan relevant research and evaluation findings and interpret them for policy insights.

Build opportunities into your projects to revisit policy assumptions based on the evidence base.

Identify with specialists which policy interventions need evaluation, and institute an appropriate methodology.

Identify data and other evidence gaps for your agency, and lead work on future data needs and building the policy evidence base.

Share and present your evaluation findings from specific projects and discuss lessons learned.

Mentor and coach others in how to develop strong evidence-informed policy.

20% learning from others

Co-design data requirements with specialists and incorporate them in policy projects for analysis.

Engage with academics to foster research interest in long running policy issues to generate research insights.

Engage with non-specialists and other agencies to illustrate how the research, information and data you hold will help them achieve their goals.

Develop a collaborative relationship between policy makers, analysts and data specialists.

Incorporate data specialists in project teams (either as direct or virtual team members).

Cultivate a working relationship with any chief science advisors in your organisation to support your policy development and practice.

10% formal training

Take an online course on how to work with data strategically (e.g. Strategic Data Skills from the Open Data Institute).

Consider more advanced courses on statistical analysis and econometrics.