DATA GOVERNANCE MANAGER
[Role Specification]

Northern Ireland
Electricity
Networks

BACKGROUND

We have embarked on a journey to adopt digital technologies more effectively to meet the needs of our people, our customers and the energy system. This will involve incremental change, new ways of working and the adoption of new skills for everyone.

Our Digital and IT Business Plan has been developed to support this Transformation journey and meet the future obligations arising from the NI Energy Strategy and our transition from a Distribution Network Operator (DNO) to a Distribution System Operator (DSO). The emerging requirements of DSO will drive a step change in data and the need for flexibility and agility to enable the business to respond to the new challenge. We are increasingly becoming a data driven organisation and this evolution will require more digital solutions to support improvements in data quality and reporting. NIE Networks is working to drive a culture of openness, innovation and agility to ensure we continually evolve and adopt innovative best practices.

Digitalisation will be of fundamental importance to the delivery of the aims of the Energy Strategy and our company strategy and vision. As the scale and volume of data continues to grow, it is essential to ensure that high-quality, trusted data is accessible across the business. This enables more accurate, timely, and data- driven decision making at all levels which will ensure that the future needs of customers and other stakeholders are met.

We have recently formed a Chief Information Office which combines Digital, Data and IT functions into one directorate to affect positive Digital & IT change for the business. To facilitate the direction of becoming a digital and data driven utility, we must work closely with the business to ensure that quality information is available to the right stakeholders at the right time to meet their needs.

To help us achieve this we are seeking to recruit a Data Governance Manager. This role will be based at our newly refurbished Danesfort site (just off the Stranmillis Road) and we also have an Agile Home Working arrangements in place.

THE ROLE

As Data Governance Manager you will establish and lead the data governance framework across the organisation ensuring that data is accurate, consistent, secure and effectively utilised. To achieve this you will co-ordinate with data owners, data stewards to define data policies, enforce compliance and improve overall data quality.

Reporting directly to the Head of Digital Business Enablement the successful candidate will be responsible for:

Governance Framework & Policy
- Establish a formal Data and Analytics Governance programme with scope and polices that directly support prioritised business outcomes
- Develop and implement and maintain a Data Governance Framework that outlines policies, procedures and standards for managing the organisations data assets
- Set up an adaptive governance model that determines the right control mechanisms based on the type of information asset being governed and the desired outcomes aligned to it and has the ability to flex to meet changing business requirements
- Define data ownership and stewardship models across the business units.
- Set standards and develop long term plans in relation to the delivery of the Data Governance programme
- Provide strategic leadership for Data Governance Programme through leadership of the Data Governance Council

Data Quality & Compliance

- Establish and monitor data quality metrics and KPIs
- Focus on establishing and ensuring adherence to an enterprise data governance framework for data policies, standards and practice to achieve the required level of consistency, quality and protection to meet overall business needs
- Identify and mitigate data quality issues, ensuring the accuracy and completeness of data
- Ensure compliance with external regulations and internal policies

Collaboration & Co-ordination

- Work closely with data owners to define ownership responsibilities and ensure alignment with business goals
- Support and guide data stewards in maintaining data quality and standards
- Collaborate with key CIO stakeholders and Data & Analytics Management Programme to ensure cohesive data practices
- Promote the use and maintenance of metadata repositories, data dictionaries and business glossaries

Data Driven Culture

- Foster the creation of a data driven culture and data literacy across the business
- Provide training on data governance best practices to ensure employees understand their roles and responsibilities in managing data
- Drive a data stewardship and ownership culture across the business
- Manage change communication related to governance initiatives

Innovation and Improvement

- Identify opportunities for innovation and continuous improvement through strategic analysis to provide insights that inform the data strategy

THE INDIVIDUAL

Essential Criteria

- 5+ years experience in data governance, data management or related discipline.
- Comprehensive understanding of data governance models and data quality management methodologies along with proficiency in industry standard tools supporting these functions.
- Certifications or training in data governance frameworks, methodologies or standards, (eg DAMA-DMBOK, CIMP, DCAM).
- Proven experience working with business and IT stakeholders on data related initiatives.
- Demonstrated ability to engage and collaborate with a wide range of stakeholders across all areas of a business.
- Experience in fostering a data driven culture within an organisation to enable enhanced data quality, better decision making and empowered employees.
- Driving licence and access to a car or ability to meet the travel requirements of the role.

Desirable Criteria

- Diploma, Degree, Masters or equivalent in Information Management, IT or business-related discipline or a minimum of 5 years' experience in an information or data governance setting.
- Understanding of data architecture, master data management and data catalogue and data quality tools.
- Experience in data modelling and data analysis activities.
- Knowledge of project management including change and risk management.

- IT literacy with proficiency in data visualisation or BI tools.
- Relevant utility sector experience.

CORE COMPETENCIES

The person appointed must demonstrate the following core competencies:

Communication

Able to communicate information and ideas clearly and articulately both in oral and written form. Uses appropriate language, style and methods depending on audience and the purpose of communication. Able to convey complex information clearly. Anticipates the information that others will need.

Influencing Others

The ability to influence others to be excited and committed to furthering the organisation's objectives

Attention to Detail

Ability to process detailed information effectively and consistently. The ability to accomplish/complete a task while demonstrating a thorough concern for all the areas involved, no matter how small. This means monitoring and checking work or information, while organising time and resources efficiently.

Organised

Able to achieve results in a quality, timely, and cost-effective way. Sees priorities, plans the efficient use of resources, and monitors progress against objectives. Anticipates crucial stages in projects. Formulates alternative means of achieving objectives. Responds effectively to unforeseen events.

Team Work

Actively participates in team. Encourages co-operation. Aware of the needs of others and responds flexibly. Shares information and supports other team members. Can get things done through others and set realistic objectives. Seeks opportunities to develop others. Prioritises team goals over individual goals.

Trust - Confidentiality

Builds trust easily and generates feelings of goodwill, enabling successful collaboration and more productive outcomes. Is honest and authentic and acts with integrity, showing consistency, and being credible.

ADDITIONAL INFORMATION

The nature of the job will change over time in line with the needs of the business. It is a requirement of the jobholder to contribute to the development of the role reflecting these changing requirements.

THE PACKAGE

The remuneration package for this position will be dependent on the successful candidate's skills and experience. The company also offers many other **benefits**. (The QR code will take you to the benefits section of our website).

OUR PEOPLE MATTER

At NIE Networks we realise our employees are at the heart of our success and they are the future of an ever-changing energy industry. With employee wellbeing at the core of our approach, we are continually investing in our people and are committed to helping every individual reach their full potential through both professional and personal development. We believe in nurturing effective teams and high performing leaders to deliver the best possible service for our customers.

DISABILITY

NIE Networks will provide reasonable support to disabled applicants throughout the recruitment process. Applicants who may require special arrangements should identify this clearly within their application form to enable us to make any appropriate adjustments.

DIVERSITY AND INCLUSION

NIE Networks has achieved Silver, Diversity Mark Accrediation and is committed to equality of opportunity and acknowledges the unique contribution that all potential candidates can bring in terms of their education, ethnicity, race, gender, nationality, age, religion, disability, sexual orientation and opinions. Applications are positively welcomed from all backgrounds and appointments are made on merit following a fair, open and transparent selection process.

HOW TO APPLY

Please submit a CV and cover letter together (detailing alignment to the essential criteria) via the NIE Networks recruitment portal www.nienetworks.co.uk/jobs (the best experience of this portal will be through the **Google Chrome** internet browser or click on the QR code)

- Once you are in the careers page select the Data Governance Manager role and click on **"Apply Now".**
- You will initially be asked to create a "Candidate Area" by inputting your email address and a secure password – once you select "Create Candidate Area" you can then log in directly using these same details. The address that you register with will be the address that we contact you on.
- Select **"Apply for Vacancy"**
- Once you have created your profile upload both your CV <u>and</u> Cover Letter within your application..
- Please ensure to review your CV before submission as you will <u>not</u> have the opportunity to amend the CV once it has been submitted.
- You will receive an <u>email confirmation</u> once your CV <u>and</u> Cover Letter has been submitted (Please check your junk mail too).
- Late applications will not be accepted

Completed CV's and cover letter must be submitted no later than **11pm on Sunday 14th September 2025.**

NIE Networks is committed to the principles of public appointments based on merit with independent assessment, openness and transparency of process.

FOR YOUR INFORMATION

If you would like to view up to date information about NIE Networks please visit our website www.nienetworks.co.uk or scan the QR codes below.

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