



## Data and Analytics Manager (permanent)

**Closing date:** 10:00 on Monday 02 March 2026  
**Interview date:** Wednesday 11 March 2026  
**Start date:** Monday 02 April 2026, or as soon as possible  
**Location:** Hybrid, with office based in central Edinburgh

The idea at the heart of the Edinburgh Festival Fringe is simple: anyone with a desire to perform and a venue willing to host them is welcome. No individual or committee determines who can or cannot perform at the Fringe.

It all began in 1947 with eight companies – six of them from Scotland – taking a risk, turning up uninvited and performing on the ‘fringe’ of the inaugural Edinburgh International Festival. Over 75 years later, the Fringe has grown to become one of the greatest platforms for creative freedom in the world.

The [Edinburgh Festival Fringe Society](#) was founded by artists to nurture and uphold the Fringe's values of inclusivity, experimentation and imagination. We exist to support, advise and encourage everyone who wants to participate in the Fringe, provide information and assistance to audiences, and celebrate the Fringe and what it stands for all over the world.

In our increasingly digital world, the Fringe Society has embarked on an ambitious programme of digital transformation, a key part of which is ensuring that good quality data, insight and analytics are accessible to Fringe stakeholders, enabling the Fringe Society to meet its goals and better support the communities it serves.

The Data and Analytics Manager will act as the key liaison between business stakeholders and the data team to translate business needs into data, insight and analytics requirements. They will be responsible for overseeing the collection, management, analysis, and interpretation of data to support key business decisions and drive data-driven insights across the organisation. This role combines technical expertise, with strong project management and leadership skills, to manage the data team, implement analytics initiatives, and ensure data quality and integrity.

### Role and responsibilities

The successful candidate will perform a wide range of duties, including but not limited to the following:

- Project managing the data strand of the Digital Transformation Project, from the initial technical implementation to ensuring the ongoing success of the project by embedding its objectives across the organisation.
- Overseeing the creation and maintenance of automated reporting tools and dashboards for internal teams, and our wider stakeholder base (eg venues, artists, producers etc.), to monitor performance and identify trends.

- Leveraging statistical methods, advanced analytics and data modelling techniques to generate insights to assist internal and external users to define business strategy.
- Establishing best practice data governance to ensure the accuracy, quality, consistency and protection of data across various sources.
- Collaborating with the IT department and external partners/vendors to optimise data systems, infrastructure, and cloud platforms for scalability and performance.
- Triaging and prioritising inbound data requests and balancing competing demands as required to ensure the successful delivery of both internal and external data requests.
- Line managing the Data Analyst.
- Working with the DPO to oversee data governance across the organisation, ensuring appropriate data management practices are implemented and adhered to effectively.
- Fostering a collaborative environment, working with cross-functional teams (eg Artist Services, Marketing and Finance) to identify internal data requirements and provide actionable insights.
- Liaising with Fringe venues, artists and promoters to define and deliver meaningful insights to our varied stakeholder groups.
- Building new and managing existing relationships with data driven teams at our various partner organisations.
- Driving initiatives that improve data-driven decision-making processes and enhance operational efficiencies.
- Implementing and updating the organisation's data strategy in alignment with business objectives.
- Presenting complex data insights and recommendations in a clear, accessible format for non-technical stakeholders.
- Inspiring innovation by monitoring industry trends and emerging technologies in the field of data, analytics and AI.

## Person specification

### Essential

- Proven development and delivery experience in data engineering, analytics, business intelligence, or related fields.
- Excellent written and verbal communication and interpersonal skills, with the ability to present complex data concepts to non-technical audiences.
- Proven experience of leading data transformations and driving cultural change to ensure data driven practices are adopted and embedded in business operations.
- Experience managing multiple projects simultaneously, ensuring timelines and goals are met effectively.
- Experience managing vendors, ensuring alignment of objectives, scope, timelines and commercials to achieve project outcomes.
- Proven ability to efficiently learn new skills, particularly when working with new systems and technologies.
- Strong analytical and problem-solving skills.
- Experience in a managerial or leadership role.

### Desirable

- Experience of working with Microsoft Fabric, OneLake, SQL Server, Purview and Power BI.
- Experience with Microsoft PowerApp/Automate suite.
- Exposure to Microsoft Dynamics and use of data held within Dynamics.
- Experience of working in a festival environment.

### **Salary and benefits**

- £45,000 per annum
- 4.5% employer pension contribution
- 34 days holiday (inclusive of six bank holidays)
- Flexible working culture
- Employee assistance programme

Normal working hours 35 hours a week, worked from 10:00 to 18:00, Monday to Friday with a one-hour unpaid lunch break. In the run up to and during the festival you may be required to work additional days and hours.

We are a flexible working employer and therefore are happy to discuss flexible working at any stage of the application process. We are unable to offer remote working for this position, however we can offer hybrid working with a base in our central Edinburgh office. We can offer varied start and finish times and core hours with flexibility around them.

**We use positive action under section 159 of the Equality Act in relation to disability or race. This means that if we have two candidates of equal merit in our process, we will seek to take forward the D/deaf, disabled, Black, Asian or ethnically diverse candidate in order to diversify our staff team.**

The Fringe are active members of the Festivals Edinburgh Sustainability Working group and include climate action as one of the headline targets in the [Fringe development goals](#). As part of the commitments of this work, all Fringe staff members are expected to assist with the Fringe Society's environmental goals and consider these in all elements of your work.

We are also committed to maintaining the open-access policy of the Edinburgh Festival Fringe. We are an equal opportunity employer and welcome applications from all sectors of the community. We are also proud to be a Disability Confident Employer and aim to successfully employ and retain disabled people and those with health conditions. We expect employees to support these commitments and to assist in their realisation.