Data Analyst (permanent)

Closing date: 10:00 on Tuesday 03 March 2026
Interview date: Wednesday 18 March 2026
Start date: Monday 09 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 Analyst will gather, analyse, and interpret data to answer business questions and support decision-making. They will transform raw data into actionable insights, build reports and dashboards, and collaborate with colleagues across the organisation and within the wider Fringe eco-system. The ideal candidate will be detail focused with proven experience working with Microsoft Fabric and Power BI. The Data Analyst will report to the Data and Analytics Manager and form part of the broader Box Office and Technology department.

Role and responsibilities
The successful candidate will perform a wide range of duties, including but not limited to:
- Creating and maintaining reports, dashboards and data visualisations for both internal and external users.
- Creating and maintaining automated data pipelines to ensure data is collected, of sufficient quality and made available in a timely manner for reports, insight and analytics purposes.
- Analysing varied datasets to identify trends, patterns and insights.

- Understanding complex business logic and requirements and applying this knowledge to generate relevant and robust insight.
- Monitoring data quality and actively working to ensure data integrity.
- Processing both ad hoc and recurring data requests from both inside and outside the organisation.
- Automating recurring reports where possible to enable users to monitor performance and identify trends independently.
- Ensuring robust data governance adherence by implementing and following appropriate data management practices.
- Communicating findings effectively to technical and non-technical stakeholders.
- Supporting data-driven processes and decision making across departments.
- Monitoring industry trends and emerging technologies in the field of data and analytics.

Person specification

Essential
- Experience working with Microsoft Fabric (or equivalent Azure components), OneLake, SQL Server and Power BI.
- Experience working with MS Purview or equivalent data catalogue/governance toolsets.
- Experience working with large and complex datasets.
- Experience developing automated data pipelines to collect and ingest data from multiple source systems and make it available for reporting/analytics.
- Experience implementing data quality controls within data pipelines/workflows.
- Robust understanding of statistics and analytical methods.
- Strong problem-solving and critical-thinking skills.
- Excellent attention to detail.
- Ability to collaborate and communicate effectively with non-technical colleagues and stakeholders.
- Proven ability to efficiently learn new skills, particularly when working with new systems and technologies.

Desirable
- Ability to work effectively in a fast-paced environment.
- Experience of dealing with varied stakeholder requirements.
- 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
- £30,000 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.