



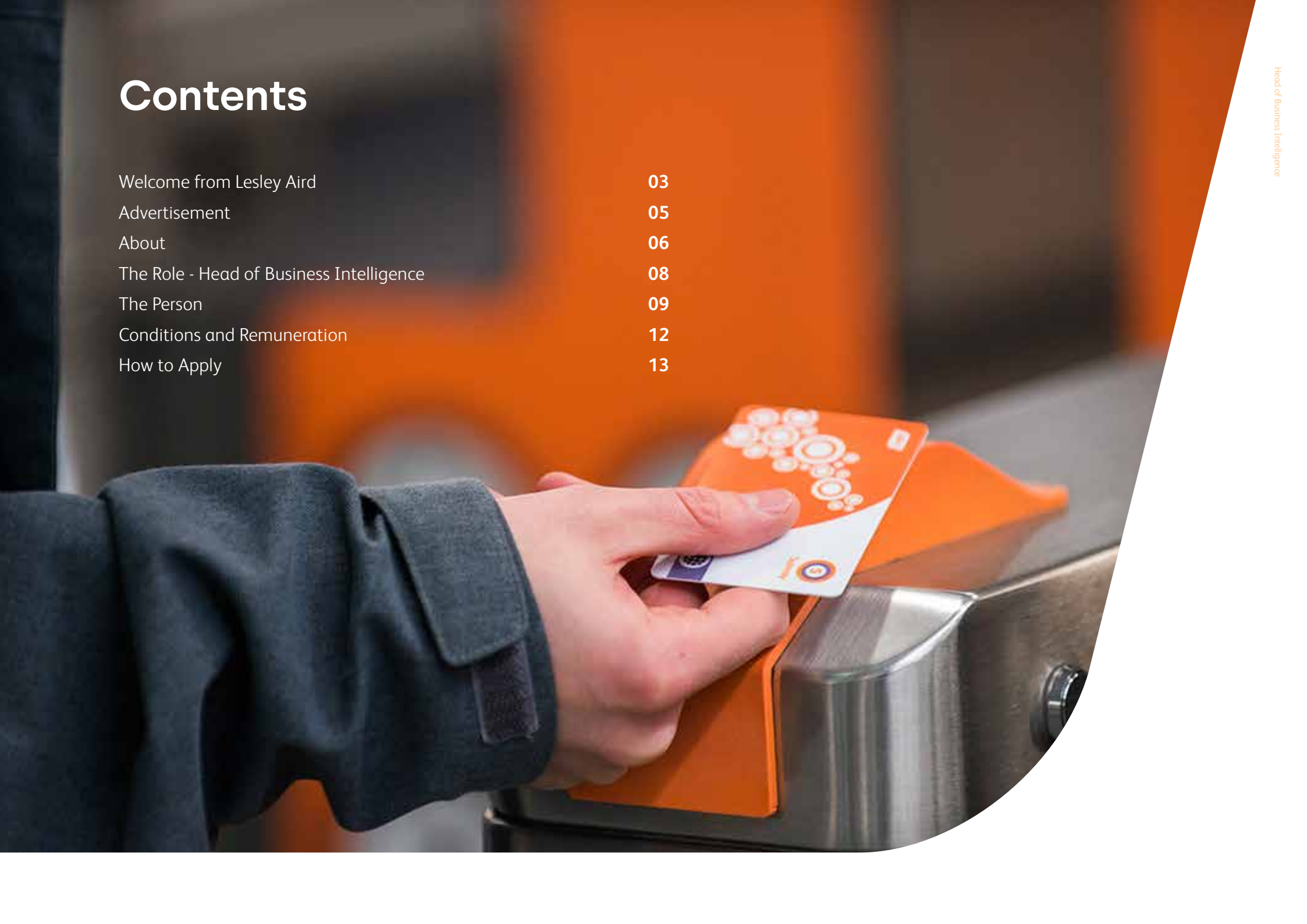
# Head of Business Intelligence

Candidate Information Pack April 2026

The LHH logo is positioned in the bottom left corner. It features the letters 'LHH' in a large, bold, white, sans-serif font. The background of the entire page is a photograph of a modern, curved glass bus shelter at night, illuminated from within, with a blurred bus passing by on the left and city buildings in the background under a dark blue sky.

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# Welcome from Lesley Aird, Director of Finance & Corporate Support, Strathclyde Partnership for Transport

Drive, curiosity and determination to make a difference.

I'm delighted to introduce this exciting opportunity for a talented and forward-thinking leader to join us as Head of Business Intelligence.

Public transport has a profound impact on people's lives – shaping access to work and education, supporting economic growth, tackling inequality and helping us respond to the climate emergency. Strathclyde Partnership for Transport (SPT) is now entering the next phase in the delivery of its vision for the west of Scotland to be an attractive, resilient and well-connected region – home to active, liveable communities and vibrant centres – supported by high-quality, sustainable, low-carbon transport shaped around the needs of the people we serve.

Access to high-quality data, managed within a robust framework ensuring compliance with relevant legislation and regulations, is core to delivering this vision. However, this is only part of the story. Ensuring the data is analysed and communicated effectively both within the organisation and to external stakeholders is equally important to delivering our vision. We've an ambition to become a data-centric and data-driven organisation that uses the information available to us to deliver our commitments to the communities and stakeholders we serve in the most effective way possible, ensuring public value.

To support this ambition, we've created this new role: Head of Business Intelligence. This is an exciting opportunity to join SPT to help shape how business intelligence supports us over the coming years by developing the data strategy for the organisation as well as building and leading a Business Intelligence team to support the delivery of this strategy. In addition, this role, working in partnership with other key services, will be responsible for upskilling colleagues in data management and analytics so all colleagues understand the importance of data as a strategic asset of SPT and have the skills and knowledge to leverage this asset to its full potential.

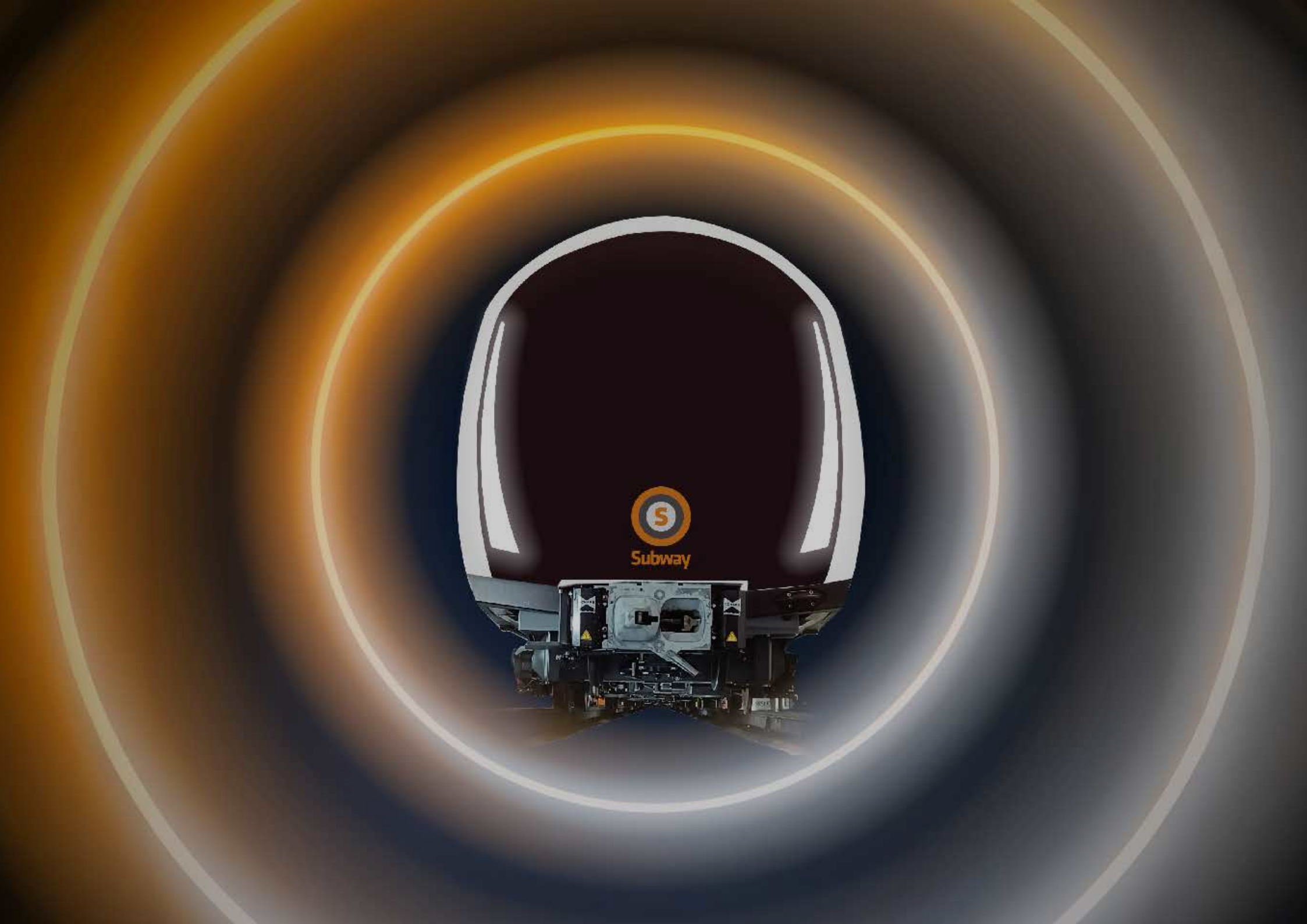
I'm looking for someone who has the skills, knowledge and experience to undertake this role from a technical perspective but also has the drive, curiosity and determination to make SPT a data-driven organisation. You'll also be someone who has the ability to demystify data management and analytics as well as motivate colleagues to learn new skills and embrace new ways of working and making decisions.

If this sounds like you, I encourage you to apply. I would be delighted to hear from you.

Yours sincerely,

**Lesley Aird**

Director of Finance & Corporate Support





# Advertisement

Head of Business Intelligence.

**Location – Glasgow**

**Salary – £56,773 to £87,851 per annum**

Strathclyde Partnership for Transport (SPT) is the largest and most influential Regional Transport Partnership in Scotland, serving a region of more than 2.2 million people across 12 local authority areas. As well as running the iconic Glasgow Subway, SPT delivers an extensive range of public transport services, including subsidised routes, school transport, bus infrastructure, operating bus stations and managing large transport infrastructure projects.

Transport across the west of Scotland is entering a period of profound change. Shifting travel patterns, climate commitments, technology advancements and increasing expectations from communities are reshaping how transport systems must operate. At the same time, there is a growing recognition that transport is central to delivering wider outcomes, from inclusive economic growth to tackling inequality and achieving Net Zero. SPT is at the heart of this transition.

The Head of Business Intelligence role has been created so that SPT can realise its ambition to be a data-centric and data-driven organisation. Access to high-quality data analytics and information is core to supporting SPT as it transitions to being a System Leader, as is a workforce that has the skills and knowledge to leverage data as a strategic asset, supporting data-driven decision making.

This is a fantastic opportunity to develop and deliver an organisation-wide data strategy and analytics as well as devise and lead the rollout of a data skills development programme. The role holder will also be responsible for establishing a Business Intelligence team that will serve the organisation, promoting best practice and instilling a data-centric culture.

We are looking for a highly motivated individual with excellent technical data skills together with strong communication skills. Someone who can lead people, work with key stakeholders, influence cultural change and establish high-performing teams. Prior experience of leading business intelligence teams and a deep understanding of data management systems and data analytics are essential however, knowledge of public transport systems and organisations is not.

To apply for the post, please send a tailored CV and covering letter to [ScotlandExecutive@LHH.com](mailto:ScotlandExecutive@LHH.com) by midnight on **Wednesday 6 May, 2026**. Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

# About Strathclyde Partnership for Transport (SPT)

A strong public service ethos, collaborative culture and growing national profile.

Strathclyde Partnership for Transport (SPT) is the largest of Scotland's seven Regional Transport Partnerships, serving a population of more than 2.2 million people across 12 local authority areas in the West of Scotland.

SPT's role is to bring together local authorities and key regional and national partners to plan and deliver an integrated, sustainable transport system that supports inclusive economic growth, tackles inequality, and improves quality of life.

At the heart of this is a clear ambition: to deliver a world-class, low-carbon transport system that meets the needs of people and communities now and in the future.

SPT sits at the centre of regional transport planning, combining strategic insight, robust analysis, and practical delivery. The organisation plans and supports transport across all modes, working closely with councils, Transport Scotland, the Scottish Government, operators, and communities to shape how transport services evolve over time.

Alongside its strategic planning role, SPT delivers and supports a wide range of transport activity across the region. This includes investment in bus services and infrastructure, management of major transport programmes, and the delivery of passenger-focused improvements that help keep communities connected.

SPT is now entering a period of significant transformation. Major programmes such as Bus Reform and Clyde Metro represent some of the most ambitious transport initiatives ever undertaken in the West of Scotland. Together, they will reshape how public transport is planned, governed, and delivered, placing passengers, communities and long-term sustainability at the heart of decision-making.

This is an organisation with a strong public service ethos, a collaborative culture and a growing national profile. For professionals who want to work at scale, influence long-term outcomes and help deliver meaningful change, SPT offers a uniquely compelling environment.

[Read more about SPT.](#)



# The Role: Head of Business Intelligence

Establish and lead data analytics capabilities and insights.

As the Head of Business Intelligence, you will be responsible for developing and delivering SPT's data strategy and transport data service, championing a strong data culture across SPT, turning robust data into powerful insights that shape strategic decisions and drive positive change.

Reporting to the Director of Finance & Corporate Support, you will lead the delivery of SPT's strategic aims with regard to data and information services by providing leadership, advice and practical experience in delivering a wide range of analytics. You will also engage in strategic issues at senior corporate and stakeholder level to promote best practice, innovations and an organisational data strategy that drives forward business improvement to develop a best-in-class service.

Central to this role will be establishing, leading and managing the Business Intelligence team. You will also be responsible for implementing and maintaining the corporate data platform, including cultural shift, behavioural changes, skills analysis, skills development and training and business case development.

## Key Responsibilities:

### Vision & Strategy

- Set out and communicate the Vision for the use of data across SPT.
- Develop and keep under review a robust data strategy including data governance and data ethics frameworks.

- Develop and implement a data analytics strategy to assist SPT in achieving its organisational goals and elevate SPT's data capability to meet the needs of internal and external stakeholders.

### Operations

- Lead and be accountable for the efficient delivery of data, research, operational and strategy data analysis for SPT.
- Establish, lead and manage SPT's Business Intelligence processes, including implementation and ongoing maintenance of the corporate data platform, working with Digital Services to ensure that SPT's Data Architecture and Technical Architecture remains fit for purpose.
- Establish and lead a culture of continuous improvement within your service.

### Governance & Reporting

- Manage the development and implementation of SPT's data governance framework, policies and standards across the organisation to enable data to be managed as an SPT strategic asset.
- Manage the development of reporting dashboards and visualisations by the Business Intelligence team in collaboration with the wider business, to take account of the operational views of the business, using PowerBI or similar tools.

### Leadership & Management

- Provide strategic leadership to all data projects, ensuring they are delivered in line with SPT's strategic objectives and priorities.
- Lead and manage the Business Intelligence team, ensuring development needs are identified and met where appropriate.
- Resource planning, budgeting and management of the Business Intelligence team to deliver a cost-effective service.
- Develop and maintain key internal partnerships to ensure the highest level and quality of analytics provision is delivered across SPT.
- Develop and maintain key external partnerships both locally and nationally to ensure the highest level and quality of information provision is delivered.
- Establish and lead an Analytics Centre of Excellence which will help improve performance by providing information to enable better decision making, connecting business strategy to its execution and objectives and goals to the associated metrics.



# The Person

Curious, collaborative and forward-thinking.

We are looking for an individual who is a data management and analytics expert that can translate complex data into actionable insights that helps SPT deliver its strategic aims and operational goals. A forward-thinking leader who is skilled at building strong internal and external working relationships, the successful applicant will have a proven track record in building high-performing teams and the ability to influence and educate on data concepts and analytics at all levels of the organisation.

## Experience & Knowledge

You will have:

- A detailed understanding of data management systems and associated systems and cloud-based solutions necessary for handling big data.
- A good understanding of the concepts of a data analytics lifecycle from requirements gathering through technical analysis to delivery and the ability to rapidly organise information, draw conclusions, identify patterns, and succinctly communicate key points and translate your knowledge visually.
- Good understanding of the fundamentals of data quality, data ethics, data governance and relevant legislation (UK GDPR etc).
- Experience in working within a Business Intelligence and Data Analytics management role.
- Experience of modern BI data platforms including PowerBI and an understanding of appropriate application of data visualisations along with experience in data modelling.
- Experience with large data sets and analytics tools, data integration techniques, risk controls and application controls, manipulating large data sets, interpreting data trends and using a multitude of disparate data sources and tools.
- A proven track record of supporting and implementing successful organisational change and service improvement.
- Experience of working collaboratively with a wide range of professionals, building and maintaining successful networks and managing multiple stakeholders.
- Experience of leading and managing effective teams in a project and service delivery environment.
- Experience of providing written and oral reports for management and stakeholders including the delivery of information sessions and training to end users of new dashboards and reporting formats.
- Experience of financial management of service budgets and projects including preparation of reports and forecasting expenditure.

# The Person

Customer focused, responsive to changing environments.

## Skills & Capabilities

You will bring:

- A customer focus with excellent relationship management, communication and negotiation skills.
- Excellent, inclusive, team leadership skills with evidence of leading by example, managing and empowering and motivating people and teams to deliver and grow.
- An ability to find insight in complex and / or imperfect data.
- An ability to access and effectively analyse various in-house and on-line sources of information.
- Excellent oral and written communication skills with the ability to communicate complex data insights, strategy and policy issues to different audiences in a clear manner.
- Strong planning and organisational skills, including the ability to manage the delivery of multiple projects / tasks across the team.
- Self-motivation and the ability to work on own initiative and plan and manage own workload.
- Problem solving skills and the ability to assess issues and identify solutions.
- The ability to work to tight deadlines and juggle competing priorities.

## Personal Attributes

You will be:

- Motivated, reliable and flexible.
- Naturally curious, looking for new opportunities or technologies that could elevate your or others work.
- Focused on attention to detail and have a work ethic that ensures timely delivery of quality outputs.
- Responsive to changing environments and able to operate within a developing team structure.
- Flexible on working hours when occasionally required.





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Shields Road  
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Cowcaddens  
St. George's Cross  
Kelvinbridge  
Hillhead  
Kelvinhall  
Partick  
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# Conditions & Remuneration

## Place of Work

Glasgow

## Salary

£56,773 to £87,851 per annum

## Benefits

- 33 Days Annual plus Public Holiday Entitlement.
- Membership of the Local Government Pension Scheme.
- Group Life Assurance Cover.
- SPT actively encourages learning and development and is committed to ongoing learning and development to support career progression.
- Employee Travel Pass Scheme – a Subway Smartcard to travel on the Glasgow Subway for free plus an additional card for a member of your household.
- Salary Sacrifice Bus or Rail Season Ticket Scheme – subsidised at a maximum of £667 towards the cost of annual season tickets.
- Cycle to Work Scheme, Employee Assistance Programme, Long Service Awards, Credit Union.

# How to Apply

To apply for the post, please send a tailored CV and covering letter to [ScotlandExecutive@LHH.com](mailto:ScotlandExecutive@LHH.com) by midnight on **Wednesday 6 May, 2026**.

Please note that the covering letter should be no more than two pages of A4 and should summarise your relevant skills and experience and motivations for applying for this role.

If you would like a confidential, informal discussion about the role then please contact Fizza Islam, LHH on **+44 (0)141 220 6460** or email the above address.

SPT is an Equal Opportunities company welcoming applications from a diverse background. If you've got the right skills for the job we want to hear from you.

SPT encourages applications from the right candidates regardless of age, disability, gender identity, sexual orientation, religion, belief or race. We also participate in the **Disability Confident Scheme** – find out more [disabilityconfident.campaign.gov.uk](https://disabilityconfident.campaign.gov.uk)

Should you require any modifications or wish to speak with a member of our team to discuss any particular circumstances, please email the above address.

## Timescales

Closing date for applications:  
**Midnight on Wednesday 6 May, 2026.**

Interviews:

**Week commencing 1 June, 2026.**

**LHH Recruitment is Scotland's leading Executive Search team.  
We connect Scotland's top businesses with exceptional candidates –  
and we do it really well.**

We count innovators, creatives and leaders among the professionals we work with, and our clients and candidates span a diverse range of sectors and functions. From procurement and supply chain, medical, engineering, project management, accountancy, legal, transport and business transformation, to banking, the arts, government, technology, marketing and communications, not-for-profit and HR, our expertise is wide-reaching and our reach unparalleled.

We pride ourselves on our ability to give clients and candidates a competitive edge while making the recruitment process smooth, straightforward and – dare we say it – enjoyable. Whether you're taking the next step on the career ladder or building a bespoke and targeted recruitment strategy, our Scottish team will work hard to deliver a first-class service that meets your exact requirements.

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