
Senior Data Analyst (remote)

Teacher Tapp and School Surveys | Fully remote, UK based | £48,000 to £65,000

About us

Teacher Tapp and School Surveys give schools, government, funders and the media a uniquely fast and reliable read on what is actually happening in education. Every day tens of thousands of teachers answer our questions, and our results regularly appear in national newspapers, on television and in government policy. We are a small, fully remote team of specialists who deliver an unusual amount between us, so we hire people who are passionate about their craft and about the work we do.

The role

We are looking for a Senior Data Analyst to be the guardian of our data. Everything we publish rests on our data being right. Our reputation, our client relationships and our influence on policy all depend on it. This role owns that: the accuracy and integrity of our data store, and the accuracy of everything that comes out of it.

That means two things in practice. First, ensuring our data remains well documented and trustworthy. Second, being the person who notices when a number looks wrong, works out why, fixes it, and puts something in place so it does not happen again.

You will work across both Teacher Tapp and School Surveys, and alongside our whole team: engineering, panel management, client delivery, research and comms. There are fewer than ten of us, and we function as one team; no silos! We have one expert in each area, and you would be ours for data. That means nobody to hand the difficult questions to, and equally no queue you have to join to get anything done.

Our data stack

Our data warehouse is built on Google Cloud. Daily survey responses and app data land in BigQuery, and all downstream modelling and transformation is handled in Dataform. The majority of day to day analysis is done in SQL and Python.

On top of that sits our reporting layer. Google Data Studio covers lightweight dashboards and self-serve reporting, while the bulk of our analytical output is delivered through an in-house Plotly Dash application, which powers publication quality chart generation and feeds directly into client deliverables. We work in GitHub, and Claude is embedded in how we all work.

Infrastructure, ingestion and app data pipelines sit with our engineering team. As a Senior Data Analyst you would own the modelling, analysis and reporting layers on top of them: writing and reviewing Dataform models, shaping how our data is modelled, and developing the Dash codebase yourself rather than specifying it for others to build.

What you will be doing

Guarding the data

- Owning the accuracy of our data: sample weighting, panel composition, school and institution data, and the checks that catch problems before anyone else sees them

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- Investigating anomalies properly, from a suspicious headline figure back to root cause, and specifying the fix
- Being the last line of defence on published output, so that nothing goes to a client, the blog or a journalist that we cannot stand behind
- Handling teacher and school data responsibly, and keeping our practice compliant as our products evolve.

Owning the platform

- Owning our in-house Plotly Dash application, which powers our chart generation and client outputs, and setting its direction as well as writing the code
- Writing and reviewing Dataform models, and shaping how our data is modelled as our products change
- Automating the routine, so the team spends its time on judgement rather than repetition
- Documenting as you go, so that knowledge lives in the company rather than in one person's head.

Delivering insight

- Producing bespoke analysis and reports for research funders, commercial clients and educational institutions
- Running our recurring reporting, including the brand tracker and subscription reporting
- Supplying the data and analysis behind our weekly blog and media work
- Supporting School Surveys benchmarking and awards analysis.

Help raise our game

- Building self-serve tools and clear guidance so colleagues across the company can answer their own data questions, and coaching them to do it
- Explaining statistical concepts to non-specialists clearly and without condescension
- Challenging bad statistics, ours and other people's, including in external forums.

What we are looking for

Essential

- Strong numeracy and statistical judgement, at degree level or equivalent through experience
- Strong SQL and Python, used for analysis and for building the tools that produce it
- A forensic instinct for data quality: you feel when something is off, and you cannot leave it alone until you understand why
- The ability to interpret data and communicate findings clearly in writing, to audiences who are not statisticians
- Enthusiasm for using AI, combined with the judgement to spot when its output is wrong and the patience to keep working at it until it is right.
- Willingness to muck in. We are a small team delivering a lot, and everyone does some unglamorous work.

Desirable

- Experience working in the education sector or with education data
- Experience with BigQuery, and with Dataform, dbt or similar transformation tooling

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- Experience building or owning data applications, ideally Plotly Dash or comparable
- Familiarity with survey methodology, weighting and sampling
- Interest in leading your own research projects using our longitudinal dataset.

We know the strongest candidates rarely tick every desirable box. If you meet the essentials and the role excites you, please apply. We care about what you can do rather than how long you have been doing it, or where you learnt it. Where you sit in the salary band, and whether you report to our CEO or our CTO, will depend on the shape of your skills rather than your job title so far.

Working here

We will not pretend to compete with a large employer on benefits. You get 25 days holiday plus bank holidays, and the standard workplace pension. What we offer instead is this...

- **The dataset.** Eight years of daily responses from tens of thousands of teachers, linked to school characteristics, at a granularity and continuity that does not exist anywhere else. If you are the kind of person who gets excited by a longitudinal panel dataset with real depth, you will not run out of things to find in it.
- **Work that lands.** What you produce ends up in the national press, on the BBC, in front of ministers and in front of school leaders making decisions. There is no long chain between your analysis and its effect.
- **Real ownership.** You will be responsible for our data. No committees, no writing specs for someone else to build, no waiting for permission. Bring an idea on Monday and it can be live by Friday.
- **A team that works this way by choice.** Fully remote since long before it was fashionable, minimum two in-person team days a year, and small enough that everyone can see what everyone else is doing. We are AI-first in practice rather than in press releases, and we would rather you used the best available tools than did things the hard way to prove something.
- **Top class equipment and a training budget,** because we would rather you got better at this than not.
- **Salary £48,000 to £65,000.** We expect most appointments in the middle of this range; the top is for someone who can take full ownership of our modelling layer and Dash application from day one.

You must have the right to work in the UK and be UK based.

How to apply

Send a CV and covering letter to karen@teachertapp.co.uk. In your covering letter, please tell us three things. First, about a time you found an error in data that other people had already accepted as correct: what made you suspicious, what you did about it, and what happened next. Second, why this role and this company rather than another data job. Third, when you could start. Please keep it to one page. Use AI to help you write it if you find that useful, as we do. Just proofread it before you send it; we are always human in the loop.

Because this role is fundamentally about analytical judgement, shortlisted candidates will first be sent a short, timeboxed task using anonymised data from our own platform. It should take no more than 90 minutes and we tell you exactly what we are assessing. If your exercise stands out, we will invite you to a conversation with the team.

We are recruiting on a rolling basis and will appoint as soon as we find the right person, so please do not wait for a closing date. We would like the successful candidate to start as soon as they can. Our current data analyst leaves at the end of October, and an earlier start means more time to learn directly from them. If you are available soon, say so in your covering letter. Let us know at any stage if you need any adjustments to the process.