CAREER CO-PILOT · DOMAIN DEEP DIVE · Q4 2025

Data, Analytics & Business Intelligence

Career Intelligence Report · October – December 2025

60	20%	43	Band 6
Q4 ROLES	BAND 8+	EMPLOYERS	MODAL BAND

WHAT'S INSIDE

- Band Distribution
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- Geography & Location Analysis
- Role Landscape & Job Titles
- Career Pathway Analysis

DOMAIN PARTNER

London Centre for Analytics

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OVERVIEW

Data, Analytics & Business Intelligence — Q4 2025 Snapshot

We reviewed and tracked 60 roles in Data, Analytics & Business Intelligence with closing dates in Q4 2025, with Digital Health and Care Wales among the most active recruiters. London was the primary location for postings. This domain is primarily entry-to-mid grade, with 20% senior roles. Band 6 positions provide accessible entry points for professionals building experience. The Band 7 to 8A ratio of 0.44 indicates that senior progression is competitive — the pyramid narrows sharply above Band 7.

> *"Band 6 is the modal grade in Data, Analytics & Business Intelligence — the primary entry and consolidation point for professionals targeting this pathway."*

Q4 2025 roles tracked	**60**
Senior roles (Band 8+)	**12 (20%)**
Modal band	**Band 6**
Band 7 roles	**16**
Band 8A roles	**7**
Band 7 → 8A ratio	**0.44**
Unique employers	**43**
Unique locations	**40**

BAND DISTRIBUTION

Grade Profile — Q4 2025

The band distribution below shows how the roles we reviewed in Data, Analytics & Business Intelligence were distributed across AfC grades in Q4 2025. Higher proportions at Band 7 and above indicate a domain with strong senior representation.

Band	Count	Share	Distribution
Band 3	1	2%	■■
Band 4	6	10%	■■■■■■■■■■■■
Band 5	8	13%	■■■■■■■■■■■■■■■■
Band 6	17	28%	■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■
Band 7	16	27%	■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■
Band 8A	7	12%	■■■■■■■■■■■■■■■
Band 8B	4	7%	■■■■■■■■■
Band 8C	1	2%	■■

EMPLOYER INTELLIGENCE

Top Hiring Organisations — Q4 2025

Digital Health and Care Wales was the most active organisation in Data, Analytics & Business Intelligence during Q4 2025, accounting for 12% of the roles we tracked. Across the quarter, 43 unique organisations were recruiting in this domain.

Employer	Roles
Digital Health and Care Wales	7
UK Health Security Agency	4
Cambridge University Hospitals NHS Foundation Trust	3
Mid and South Essex NHS Foundation Trust	2
Oxford University Hospitals NHS Foundation Trust	2
Royal Berkshire NHS Foundation Trust	2
University College London Hospitals NHS Foundation Trust	2
Guy's and St Thomas' NHS Foundation Trust	2

GEOGRAPHY

Top Hiring Locations — Q4 2025

London was the primary location for Data, Analytics & Business Intelligence roles in Q4 2025, accounting for 17% of tracked roles. Roles were distributed across 40 locations.

Location	Roles
London	10
Location to be confirmed at interview	6
Cambridge	3
Reading	2
Leicester	2
Coventry	2
Cardiff	2
Dartford	1

ROLE LANDSCAPE

Most Common Job Titles — Q4 2025

The title landscape in Data, Analytics & Business Intelligence reflects the range of entry points and seniority levels active in Q4 2025. Understanding which titles recur most frequently helps professionals identify the right keywords for job searching and CV positioning.

Job Title	Count

ESR and People Analytics Lead	2
Data Analyst	2
Senior Data Management Analyst	2
Finance Analyst	2
Performance Lead	1
EPR Data Quality Analyst	1
Head of Workforce Intelligence, Systems, Planning & Analysis (WISPA)	1
Data Manager	1

CAREER INTELLIGENCE

What This Means for Your Career

Entry-accessible with Band 6 as the primary hiring grade. A good starting domain for professionals transitioning into digital health careers.

The Band 7→8A ratio of 0.44 suggests a competitive senior transition. Supplement domain expertise with formal qualifications to differentiate your application.

Target organisations: Digital Health and Care Wales and similar bodies were among the most active recruiters in Q4 2025. Geographic focus: London offers the highest concentration of opportunities in this domain.

METHODOLOGY

This report covers roles with closing dates between 1 October and 31 December 2025 (Q4 2025), tracked through Career Co-Pilot's jobs monitoring pipeline. Our pipeline tracks digital and non-clinical health tech roles across organisations in England and Wales — it does not represent the complete universe of NHS jobs. Band data is sourced directly from job postings; non-standard or missing bands are excluded from band analysis but included in volume counts.