CAREER INTELLIGENCE

NHS Junior Data Analyst Roles

What the job packs actually say

Bands 3 to 7, England and Wales. Built from 299 NHS job adverts tracked between April and August 2026, every one of them with the job pack read and analysed.

September 2026

HOW TO READ THIS

What This Is, And What It Is Not

Most careers advice about the NHS is written from memory. This is written from the adverts.

Career Co-Pilot tracks NHS job adverts and reads the job pack behind each one: the job description and the person specification, including the essential and desirable criteria a shortlisting panel actually scores against. This pack covers the Data, Analytics and Business Intelligence career area between 1 April and 31 August 2026.

What It Rests On

Measure	Figure
Roles tracked in the period	**299**
Employers advertising them	**156**
Roles with the job pack read	**299 of 299**
Roles at Bands 3 to 6	**127**
Source	NHS Jobs, England and Wales

Three Honest Limits

This is what we tracked, not everything the NHS published. No tracker sees every advert. Treat these as a large sample of the market rather than a census of it.

The skills analysis rests on a smaller base than the salary analysis. Salaries come from all 299 adverts. The skills breakdown comes from the 43 junior job packs analysed in detail: 10 at Band 4, 13 at Band 5, 20 at Band 6. Every count on that page is given as a number of packs, not a percentage, so you can see exactly what it rests on.

Region is recorded on a minority of adverts. Where the geography page gives figures, it says how many roles carried a region at all.

THE LADDER

What Each Band Pays

Salary figures are taken from the adverts themselves and averaged across every role at that band in the period.

Band	Roles	Employers	Salary range	Step up
Band 3	23	19	£26,729 – £28,445	—
Band 4	27	21	£29,255 – £32,061	**+£2,526**
Band 5	30	29	£32,892 – £39,708	**+£3,637**
Band 6	47	38	£41,310 – £49,277	**+£8,418**
Band 7	58	45	£51,872 – £58,774	**+£10,562**
Band 8a	31	26	£55,915 – £62,749	**+£4,043**
Band 8b	23	19	£69,460 – £80,246	**+£13,545**
Band 8c	4	4	£83,778 – £96,533	**+£14,318**
Band 8d	3	3	£94,356 – £108,814	**+£10,578**
Band 9	1	1	£121,528 – £138,529	**+£27,172**

Step up compares the bottom of each band with the bottom of the one below. Six Band 2 roles were also tracked but carried no salary figure, so they are left out.

Two Things Worth Noticing

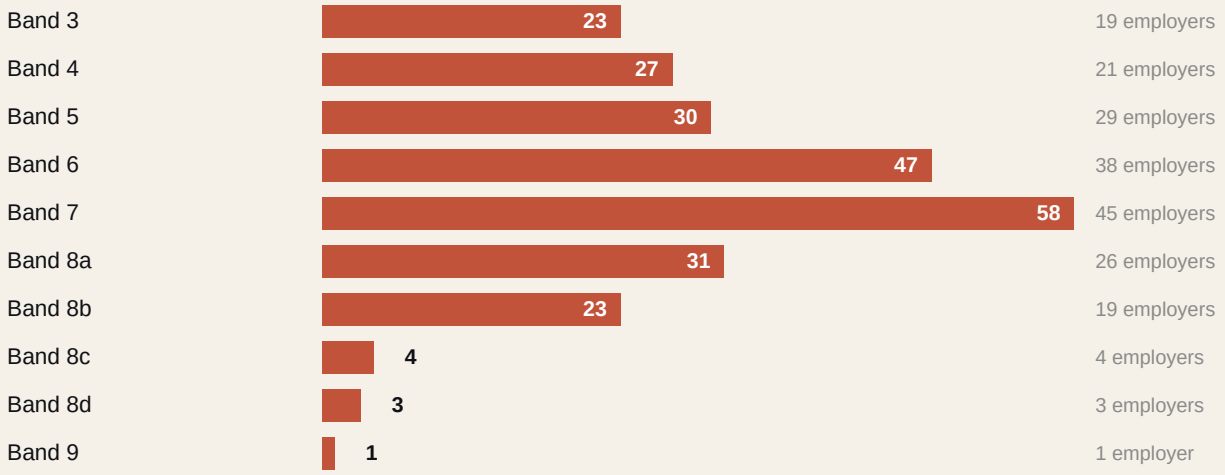
The ladder is not evenly spaced. Moving from Band 3 to Band 4 is worth about £2,500. Moving from Band 5 to Band 6 is worth more than three times that. If you are choosing where to aim, Band 6 is the rung where the money first changes materially.

The scale runs further than most people entering it realise. The same career area that starts at £26,729 reaches £121,528 at Band 9. Every one of those roles was advertised in the same five months, by NHS employers, in data and analytics. Nobody starts at the top, but it is worth knowing the ladder does not stop at Band 7.

VOLUME

Where The Hiring Actually Is

The NHS advertises more senior analyst posts than junior ones. That is the opposite of what most people entering the field expect.



Band 6 and Band 7 together account for 105 of the 247 roles shown here. Bands 3 and 4, the two most often described as the way in, account for 50 between them. A further 40 roles were tracked with no band stated on the advert and are not shown.

What That Means If You Are Starting Out

The entry rungs are the most competitive, not the least. Fewer posts and more applicants. If your experience already reaches Band 5 or 6 standard, applying at Band 4 to be safe puts you in the narrower part of the market.

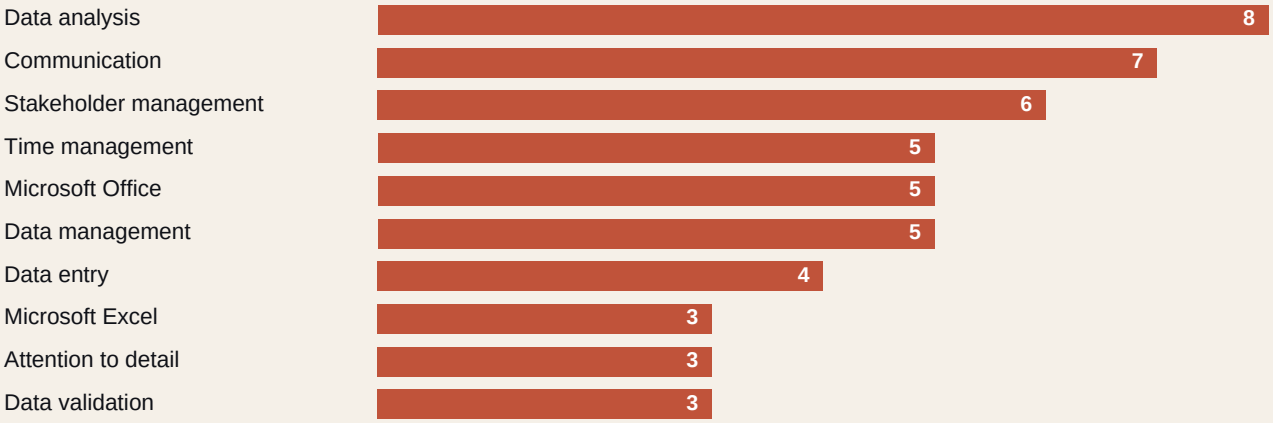
Read the person specification, not the band number. The band tells you the pay. The essential criteria tell you whether you would be shortlisted. Those are different questions, and only one of them is on the advert headline.

THE PERSON SPECIFICATION

What Employers Ask For, Band By Band

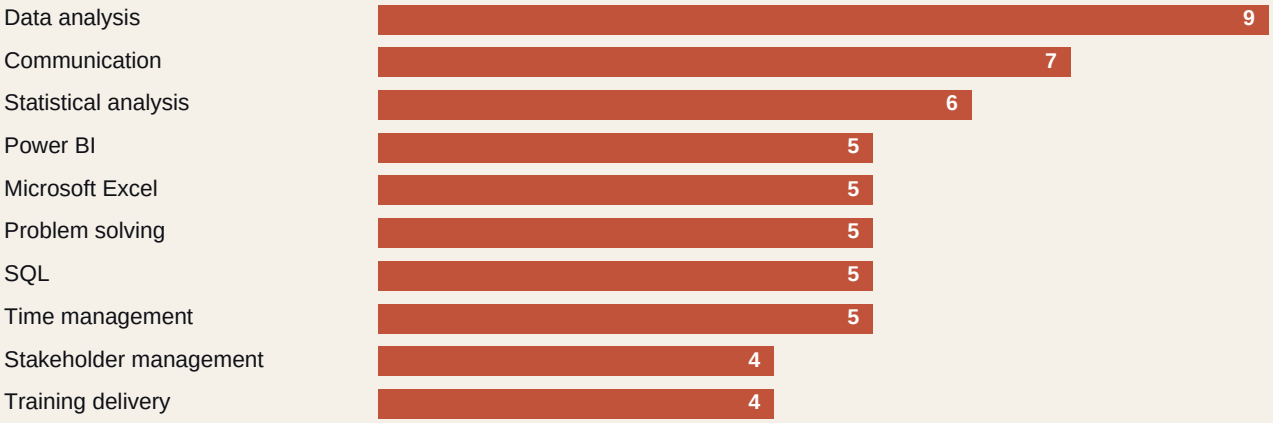
These are essential criteria only, counted across the junior job packs analysed in detail. Desirable criteria are excluded: at shortlisting, essential is what gets scored first.

Band 4 · From 10 Job Packs



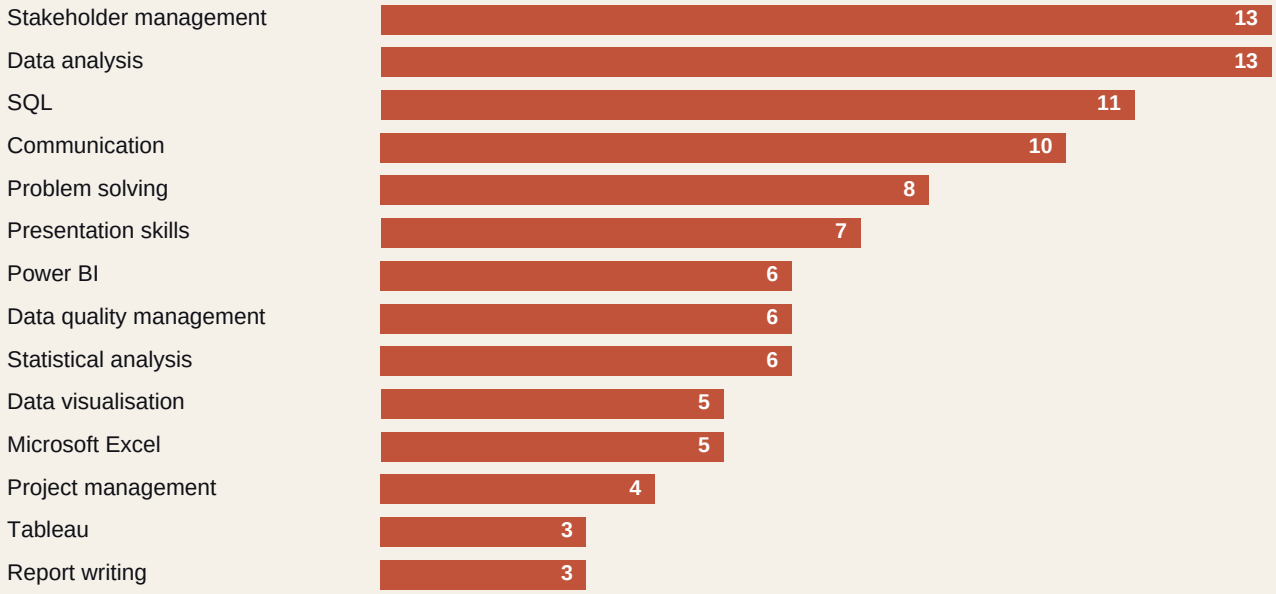
No SQL. No Power BI. No visualisation tool of any kind. At Band 4 the NHS is describing an administrative data role: entering it, checking it, keeping it tidy in Excel.

Band 5 · From 13 Job Packs



This is where the tools arrive. SQL and Power BI appear for the first time, in roughly two of every five packs, alongside statistical analysis. Band 5 is the first rung where you are expected to produce analysis rather than maintain data.

Band 6 · From 20 Job Packs



SQL is now in more than half the packs, and stakeholder management is the joint most common essential criterion of all. Presentation skills and report writing appear for the first time.

Where a pack used a variant spelling, the higher of the two counts is shown rather than the sum, so these figures are a floor.

The Pattern Across The Three Bands

Communication appears at every band. Data analysis appears at every band. What changes is everything around them: the tools arrive at Band 5, and at Band 6 the emphasis shifts again, from producing the analysis to explaining it to the people who commissioned it.

THE STEP THAT MATTERS

Band 5 To Band 6

It is the largest pay step on the junior ladder, worth about £8,400 at the bottom of the band, and there are more Band 6 posts than Band 5 and Band 4 combined. It is also the step where what employers ask for changes most.

Essential criterion	Band 5	Band 6	What changes
Stakeholder management	4 of 13	13 of 20	Roughly doubles in prevalence
SQL	5 of 13	11 of 20	Becomes the norm
Presentation skills	not in the top ten	7 of 20	Appears from nowhere
Data quality management	not in the top ten	6 of 20	Appears from nowhere
Data visualisation	not in the top ten	5 of 20	Appears from nowhere
Data analysis	9 of 13	13 of 20	Constant throughout

What This Says To Do

Learn SQL before you apply at Band 6. It is in over half the packs and it is the single clearest technical dividing line between the two bands.

Then get evidence of talking to people about data. Stakeholder management, presentation skills and report writing together appear more often at Band 6 than any tool does. The step from 5 to 6 is not mainly a technical step. It is the point at which the NHS starts paying for someone who can be put in front of a service manager.

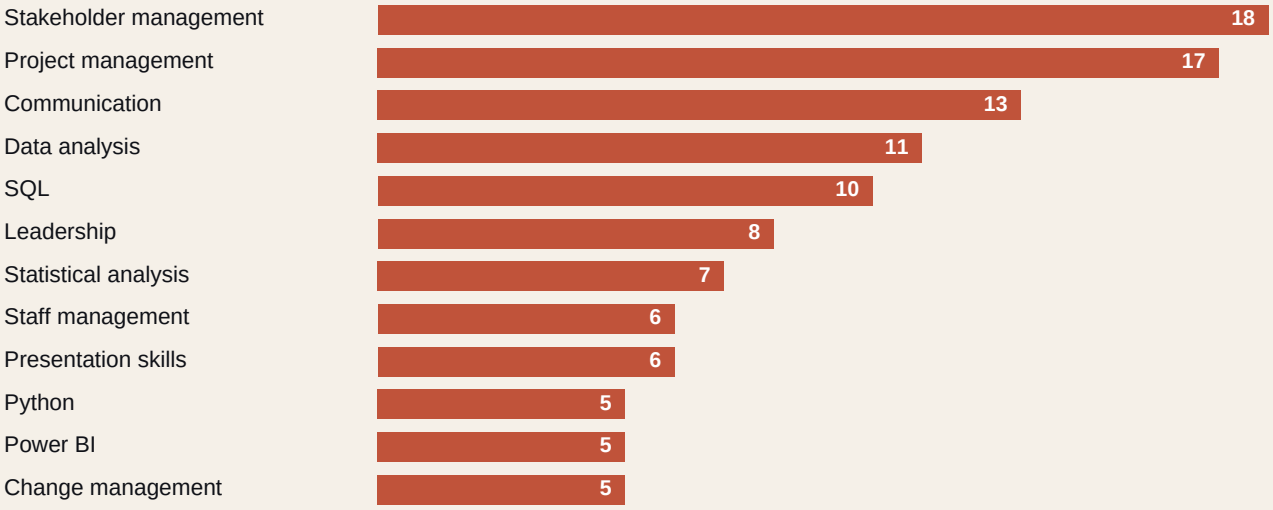
Say so explicitly in the supporting statement. Shortlisting is scored against the criteria on that advert's person specification. An unstated skill scores nothing, however well you can do it.

PROGRESSION

Where This Leads

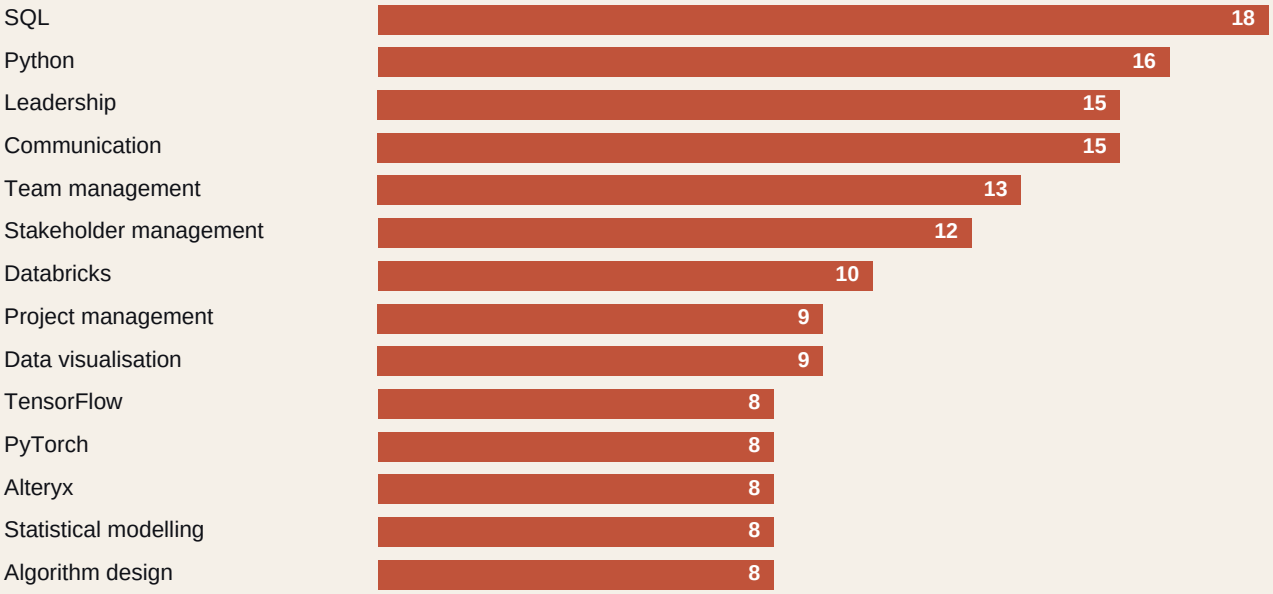
You are unlikely to be applying at Band 8b today. It is still worth knowing what it asks for, because it tells you which of the things you learn now keep their value later.

Band 8a · From 24 Job Packs



Management arrives. Project management is in 17 of 24 packs and staff management appears for the first time. SQL is still there, in 10 of them, and Python makes its first appearance on the ladder.

Band 8b · From 23 Job Packs



The technical bar goes up, not down. SQL is in 18 of 23 packs, more than at any junior band. Python is in 16. Databricks, TensorFlow, PyTorch and Alteryx all appear. This is not a management track that leaves the tools behind.

And leadership sits alongside it. Leadership in 15 packs, team management in 13. The senior end of NHS analytics wants both at once, from the same person.

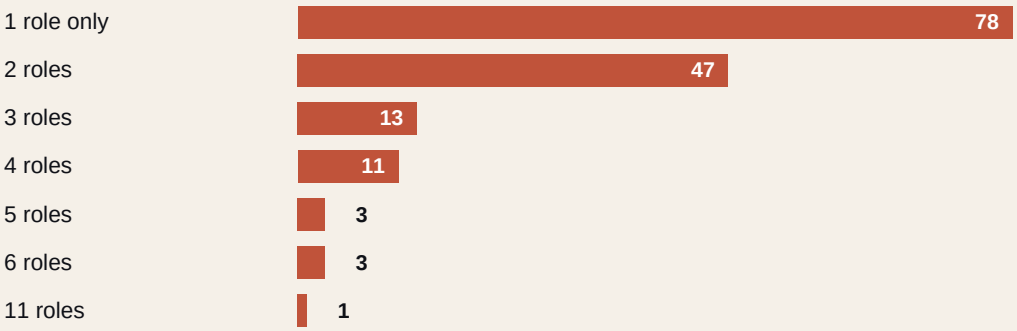
What To Take From This

The SQL you learn for a Band 6 application is the same SQL asked for at Band 8b, where it is more common rather than less. Communication and stakeholder management appear at every band from 4 to 8b without exception. Very little of what you build early on this ladder is wasted further up it, which is not true of every career path.

WHO IS HIRING

156 Employers, And No Shortlist

The single most useful fact about this market is how thinly it is spread.



Half of all employers in this market advertised exactly one analytics role in five months. Only one, NHS England, reached double figures. Watching three or four favourite trusts will miss most of what appears.

The Most Active Employers

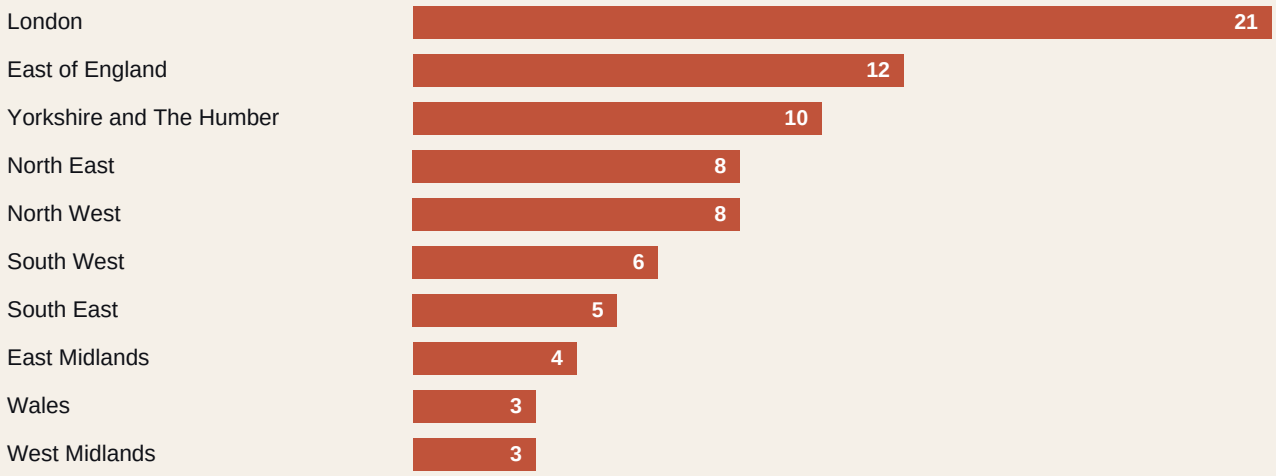
Employer	Roles	Bands advertised
NHS England	11	5, 6, 7, 8a, 8b, 8c
Public Health Wales	6	5, 6, 7, 8b
Gloucestershire Hospitals NHS FT	6	2, 5, 6, 8b
Guy's and St Thomas' NHS FT	6	5, 6, 7, 8a
Manchester University NHS FT	5	3, 5, 8a, 8b
Royal Free London NHS FT	5	3, 4, 6
Chelsea and Westminster Hospital NHS FT	5	4, 5, 7, 8a
Leeds Teaching Hospitals	4	4, 5, 6
University College London Hospitals NHS FT	4	5, 6, 7
Northumbria Healthcare NHS FT	4	4, 5, 7, 8a
University Hospital Southampton NHS Trust	4	3, 4, 7
Royal Surrey NHS Foundation Trust	4	4, 6, 8a
Mid and South Essex NHS FT	4	5, 6, 7
Imperial College Healthcare NHS Trust	4	7, 8b, 9
Lewisham and Greenwich NHS Trust	4	6, 7, 8b
The Christie NHS FT	4	5, 7, 8a, 8b
Univ Hospitals Coventry and Warwickshire	4	7, 8a, 8b
Royal Berkshire NHS Foundation Trust	4	2, 7, 8b

A further 138 employers advertised between one and three roles each.

GEOGRAPHY

Where The Roles Were

Region is recorded on a minority of NHS adverts. Of the 185 banded roles in this period, 80 carried a region and 105 did not. The figures below cover the 80 that did, and should be read as a shape rather than a count.



London leads, but not overwhelmingly. On the roles where region was recorded, London accounts for about a quarter. The remaining three quarters are spread across every other region of England and Wales, which is consistent with the employer picture: analytics posts appear wherever there is a trust, not only in the capital.

Do not read the missing 105 as evenly distributed. They are simply adverts where the field was not populated. The safest conclusion from this page is that the market is national, not that any one region is thin.

ABOUT

Career Co-Pilot

Career Co-Pilot is a career intelligence platform for healthcare professionals moving into NHS digital, data and non-clinical roles.

Most career guidance is opinion. Ours is built by reading the primary documents: the job description and person specification behind every advert we track, across 25 NHS career areas. That is where every figure in this pack comes from.

What Members Get

Live NHS Vacancies

Across England, Scotland, Wales and Northern Ireland, searchable by band, career area and location. Where an advert says something about visa sponsorship, we quote the employer's own words rather than give you a label to trust.

Role Profiles Built From Job Packs

What each role actually involves, the bands it spans, and the skills employers ask for at each one. Grouped so that Project Manager is one role rather than forty variations on a title.

Scout, Your AI Career Adviser

Ask what you would ask a friend who knows the NHS. Scout answers from the job packs, pay scales and live vacancies behind this pack, not from a general web search.

Application And Interview Support

Upload the job pack and your supporting statement, and we cross-reference it against every essential and desirable criterion on that person specification, then give you an honest verdict before you submit.

Career Fit And Destination

Set a target role and band, and see the gap between where you are and what those adverts ask for, tracked as you close it.

Weekly Intelligence

New roles matched to what you are looking for, NHS contract awards, and what is changing across the 25 career areas we track.

Membership is free.

No charge, no card, no trial period. Join and everything above is yours.

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Domain Partner

London Centre For Analytics. LCFA trains analysts and runs an internship programme for people building a career in data. Career Co-Pilot works with LCFA to give their cohorts a clear view of what the NHS analytics market actually asks for.

Figures in this pack were compiled on 13 September 2026 and cover NHS Jobs adverts tracked between 1 April and 31 August 2026. They describe what Career Co-Pilot tracked in that period, not everything the NHS published. Salary figures are averages of the ranges stated on the adverts and are not a substitute for the Agenda for Change pay scales.