



**Russell & Bromley**  
LONDON

Candidate Briefing Pack  
**Data Analyst**

Step into your  
new **career** at  
Russell & Bromley

## INTRODUCTION

# Finding the Perfect Fit

Thanks for taking the time to consider Russell & Bromley as a potential next step in your career. Over the course of exploring our business, I hope you'll get a genuine appreciation for our unique brand, culture, and the critical role you can play here as a technology professional.

As you can probably imagine, robust IT systems, reporting, and business processes fundamentally underpin our exciting growth plans. Our function plays a vital role in developing the solutions and innovation required to ensure the business achieves its strategic ambitions. There's an alignment between the business and IT that you don't often see in other organisations. This all equates to an environment where you can really see the impact that you're making.

As our technology team continues to expand, we are looking for dedicated, enthusiastic individuals to support us on this journey. We are a sociable, hardworking team with a shared commitment to deliver the exceptional every day to our business stakeholders.

*Sue Graham*

**Sue Graham**

Head of IT



## ABOUT RUSSELL & BROMLEY

# Bring the Exceptional to the Everyday

With sought-after product, Russell & Bromley has remained synonymous with expert craftsmanship and fashion-led design since 1880. Specialising in luxury shoes and handbags for men and women, the brand continue to be the definitive choice for the well-dressed.

With a retail presence in considered locations throughout the UK, Russell & Bromley take pride in offering customers with engaging experiences based around superior product construction and trend knowledge.

Russell & Bromley continue to look for people who are driven, ambitious and want to be a part of our exciting future. In return you'll get competitive salaries and a compelling benefits package.



## THE INSIDE VIEW

# Life at Russell & Bromley

“The IT function really is at the centre of change at Russell & Bromley. We are tightly aligned to the business strategy and making great strides towards our 2030 vision of becoming a sustained leader in luxury fashion. I particularly enjoy the variety of work here. There are so many projects to get involved in, from improving the customer experience in-store and online to enabling our rapid expansion in the shape of new store openings across the UK and Europe. I feel excited by the impact I can make at Russell & Bromley.”



**Adeayo Banjo**

Business Analyst



## VALUES AND MISSION

# An Inspiring Journey



**Relentless in their contribution to the pursuit of crafted fashion**



**Set apart by the exceptional standards they achieve**



**Value each other as people and act with warmth, respect, and commitment**

*“Be the destination Luxury fashion footwear brand for the everyday.”*



## THE INSIDE VIEW

# Life at Russell & Bromley

“I’ve always really admired the Russell & Bromley brand from a quality and a social responsibility perspective, and that was a big motivation for me to initially join the team. I’ve found the culture here to be flexible, collaborative, and most importantly friendly. I’ve had the opportunity to consistently learn new skills, in a fast-paced and supportive environment where decisions are made quickly. Ultimately, there is great alignment between the IT strategy and the business strategy which allows our team to deliver successful projects and see the impact we are making.”



**Louise Owens**

Change Manager



## REASONS TO JOIN

# Try Russell & Bromley Out For Size

There are so many reasons that driven, ambitious, and passionate technology professionals decide to join the technology team at Russell & Bromley. In addition to competitive salaries and benefits, here are just a few:



### **The culture**

It is a family-run business, with people at the heart of everything they do, culminating in an open, friendly, and personable working environment. Russell & Bromley care about their people providing them with the flexibility and work-life balance to thrive.



### **The alignment**

The strategic alignment between IT and the business creates a collaborative, fast-paced environment where you can excel. All key stakeholders are based on the same site, which leads to faster decision-making and the agility required to deliver exceptional project outcomes.



### **The impact**

The technology department has a track record of delivering change, from building seamless supply chains to providing an exceptional customer experience. You'll get to work on a range of projects and play a valuable role in the company's future success.



### **The opportunity**

Russell & Bromley recognise the importance of nurturing talented people and developing their careers. You'll get the opportunity to build your skills in a business that looks to, first and foremost, promote from within.

## THE OPPORTUNITY

# Data Analyst

### Job Purpose:

The postholder will be instrumental in building Russell & Bromley's data capability and improving the data literacy of the organisation. They will work with both internal and external data sources to provide insight and analysis to the organisation. They will support the delivery of data products through visualisations, data interrogation and analysis as required by internal stakeholders. -

This role will involve scoping data reporting needs, carrying out the work and providing insight.

### Responsibilities:

- Deliver and review new datasets for end users across multiple areas of the business (including Finance, Retail Operations, Digital, HR)
- Delivery of quantitative and qualitative analysis through data manipulation and visualisation
- Engagement with internal stakeholders at all levels of seniority to understand their needs and support the adoption of data products
- Work with the wider business to identify and implement report automation
- Support requirements gathering and data product design to provide value to the organisation
- Utilise design thinking or similar methodology to work through problems and ensure that the solutions provided add genuine value
- Identify opportunities for analysis and insight generation to enable Russell & Bromley to get more value out of our data
- Work with analysts to identify and implement dashboards for business insights using SQL and PowerBI
- Interrogate and extract data using SQL
- Able to contextualise key trends into user facing documentation to enable data led decision making
- Develop a good working knowledge of the data available, documenting and sharing this knowledge to benefit the wider organisation
- Investigate and fix reported data or reporting issues, working with engineers to ensure robust & timely solutions are found
- Promote and communicate Russell & Bromley's data capability Any other duties reasonably expected to support the organisation.

### Skills:

- Strong interpersonal skills to engage with and take stakeholders 'with you on the journey'
- Ability to create dashboards, spreadsheets, and other analytical tools
- Experience with data visualisation tools, preferably PowerBI
- Analytical background with SQL experience
- Confidence using large datasets pulled from multiple sources
- Organised and detail focused
- Proactive problem solver and solution provider
- Excellent analytical skills
- Team Player able to share skills and knowledge to develop others
- Excellent verbal and written communication skills

### Experience:

- 3+ years' experience of working with Data
- Retail background would be beneficial but not essential
- Degree qualified in a relevant subject or equivalent experience
- Experience of delivering within fast paced organisations

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