



West Midlands Pension Fund

Head of Data and Information

TRUSTED DATA • BETTER DECISIONS • SUSTAINABLE RETIREMENT OUTCOMES

A strategic leadership opportunity
at West Midlands Pension Fund

- Agile workstyle
- City of Wolverhampton



Lead data that makes a difference

Connect information quality, member retirement planning, business insight and organisational performance.

Every retirement calculation, annual benefit statement, member record, regulatory return and strategic decision depends on information that can be trusted.

West Midlands Pension Fund is seeking an exceptional leader to establish and lead an integrated enterprise information capability. Reporting to the Deputy Director Governance and Corporate Services, you will ensure data is governed, protected and used as a strategic asset.

This is an opportunity to improve the information members rely on when planning for retirement while giving leaders and governance bodies the insight needed to shape strategy, oversee performance and direct improvement.

**Trusted data supports confident retirement planning.
Trusted insight supports confident leadership.**

What makes the opportunity distinctive:

- A direct connection between data quality and better member and employer outcomes.
- Responsibility for the Fund's Information and Data Strategy and enterprise information operating model.
- Leadership across data governance, data quality and information architecture, data interface and validations, data operations, analytics and insight.
- A central role in strategic decision-making, performance oversight and regulatory reporting.

Better information. Better retirement outcomes.

The information members receive must be accurate, complete, accessible and fit for the decisions they need to make.

Supporting members throughout their pension journey

Good quality data underpins benefit statements, retirement estimates, pension calculations and the wider member experience. You will lead a preventative, quality-by-design approach that improves information at source and reduces reliance on downstream correction.

ACCURATE RECORDS	CLEAR PLANNING
Reliable information maintained throughout its lifecycle.	Trusted information that supports retirement decisions.
QUALITY AT SOURCE	SHARED ACCOUNTABILITY
Strong onboarding, validation and supplier controls.	Clear ownership across teams, employers and suppliers.

The outcome

A sustainable enterprise information capability that strengthens member confidence, employer outcomes, regulatory assurance and operational resilience.

Data quality is valuable because it helps people make informed choices and enables services to deliver accurately.

Build an enterprise information capability

Move from traditional data management towards information designed, governed and managed as one connected ecosystem.

Your leadership portfolio

STRATEGY Deliver the Information and Data Strategy and future operating model, translating organisational priorities into clear information requirements and capabilities.	GOVERNANCE, OWNERSHIP AND QUALITY Establish clear ownership and stewardship of data, alongside standards, measures, assurance and escalation
DATA AND INFORMATION ARCHITECTURE Define information models, data structures, lineage, metadata and information flows across the Fund.	DATA INTERFACE AND VALIDATIONS Strengthen validation and shared accountability at source.
OPERATIONS AND STEWARDSHIP Embed controlled maintenance, retention and lifecycle management.	ANALYTICS AND INSIGHT Deliver dashboards, regulatory reporting and evidence for decisions.

Technology partnership

Work in strategic partnership with the Head of Systems to ensure information, data and technology operate as an integrated enterprise capability.

Turn information into strategic advantage

Provide timely, trusted evidence to shape priorities, manage risk and oversee performance.

Business insight that answers the questions that matter

How effectively are services delivering member and employer outcomes?

Where are quality, operational or regulatory risks emerging?

Which interventions will create the greatest improvement?

How should resources and delivery priorities be adjusted?

What trends should inform future strategy and planning?

Are suppliers, systems and processes delivering the required performance?

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A clear line from data to decision

Develop dashboards and reporting frameworks linked to member, employer and regulatory outcomes, operational performance and strategic objectives. Use analytics and insight to support improvement, risk management, resource planning and supplier accountability.

Influence across the information ecosystem

Build trusted partnerships across leadership, operations, technology, employers, suppliers and governance.

Executive Director and senior leaders	Strategic insight and recommendations on performance, information risk and priorities.
Operational and service managers	Ownership, standards and evidence-led improvement in delivery.
Head of Systems	Joint leadership across information, systems, integrations, workflow and change.
Employers and suppliers	Shared accountability for accurate submissions and sustained improvement.
Committee and Board	Trusted reporting, transparent assurance and evidence of performance.
Auditors, regulators and partners	Evidence that information is secure, lawful, accurate and fit for purpose.

Build capability for the future

Lead multidisciplinary specialists and create a culture of quality, accountability and continuous improvement.

The service you will lead

- Data by design
 - Data interface, validations and quality assurance
 - Information Architecture
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Your leadership impact

- Create a high-performing, customer-focused and resilient function.
- Align skills and capacity with current and future needs.
- Replace recurring remediation with sustainable controls and quality-by-design.
- Promote shared ownership across the Fund and supplier ecosystem.
- Prepare for responsible use of automation, artificial intelligence and advanced analytics.

Build a lasting capability in which people, processes, governance, systems, suppliers and technology work together.

Strategic, credible and outcomes focused

Connect technical authority with leadership, collaboration and public service purpose.

You will bring

- Significant senior leadership experience in information, data, business intelligence, technology, governance or another regulated environment.
- Experience delivering information and data strategies aligned to organisational objectives.
- Strong understanding of governance, quality, ownership, stewardship, metadata, architecture, lineage, analytics and insight.
- Experience establishing frameworks, controls, standards and assurance.
- The ability to influence senior leaders, governance bodies, operational teams, technical specialists and partners.
- A successful record of leading multidisciplinary teams, transformation and continuous improvement.
- The ability to explain complex technical matters clearly to non-technical audiences.

**See information not simply as a technical resource,
but as an organisational asset that enables trust, insight and better decisions.**

Lead data. Shape insight. Enable better futures.

Build an information capability that helps members plan confidently and enables better strategic decisions.

As Head of Data and Information, you will lead one of the Fund's most important strategic capabilities. Your work will improve member and employer information, strengthen governance and assurance, and provide the insight needed to oversee performance and shape the future.

HEAD OF DATA AND INFORMATION West Midlands Pension Fund

Directorate	West Midlands Pension Fund
Service	Pensions
Reports to	Deputy Director Governance and Corporate Services
Direct reports	Five specialist data, onboarding, architecture and insight leads
Workstyle	Agile; any suitable location within the City of Wolverhampton

Application information

For more information please email wmpfrecruitment@wmpf.wolverhampton.gov.uk