



Kidney Island | © Vicki Jackson

Candidate brief for the position of

Data analyst



Falkland Islands Government

March 2026



Diverse • Professional • Resilient • Resourceful

Dear Candidate,

Thank you for considering the position of Data Analyst with the Falkland Islands Government. This role offers the opportunity to work with national socio-economic and demographic statistics within a small yet dynamic island setting, where data is not abstract, but a real and visible reflection of the community you are part of.

For a candidate with experience in data science and statistical analysis, this role will provide the autonomy to develop your expertise in applying data science strategically and the opportunity to influence how data is collected, managed, and processed across its entire lifecycle.

Beyond the office, life in the Falklands offers something very different from most data analysis. This is a small, safe, and close community set within a spectacular natural environment — a place where wildlife and wilderness are part of daily life, and where those seeking a gentle sense of adventure will find it in abundance.

If you're motivated by meaningful work, strategic influence, and a lifestyle off the beaten path, we would be delighted to hear from you.





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Appendix 1: Job Description (full)

Appendix 2: Falkland Islands Welcome guide

The role of the Data Analyst

As the Government data analyst, you will report to the Head of Policy within the Department of Policy, Economy, and Corporate Services. Your role will include overseeing the collection and processing of socio-economic data, particularly the 5-year census, which is planned for September – October 2026.



Job facts and figures

- 27 Staff in Policy, Economy, and Corporate Services
- Expenditure Budget of £2.39m
- The Department of Policy, Economy and Corporate Services incorporates: Policy & Economic Development, Communications, Environment, Human Resources and National Archives

The main accountabilities of the post

- Lead on the identification, development and implementation of data collection procedures and methodologies to improve validity and reliability of social and population statistics and data reported by the Falkland Islands Government. You will identify areas for innovation in data collection and presentation.
- Provide strategic advice and guidance to Directorates on methodologies for data collection and provide policy recommendations for changes to the Statistics Ordinance.
- Use quantitative and qualitative research methods to collect, analyse, interpret, and present evidence which is used to inform policy development on a wide range of topics. You will work closely with analytical and policy specialists within Policy, Economy & Corporate Services to provide guidance and advice as required, and to ensure high quality research, analysis and recommendations are provided to client departments and decision-makers.
- Work closely with the Directorates responsible for social policy, including health and social care, education, public safety, emergency services, human resources and culture and recreation, to provide advice and support on the generation and analysis of social and population data.

A full list of the job accountabilities can be found in the attached Job Description



Gentoo Penguin in the surf | © Marc Bouldoukain

The candidate

The role is perfect for an early to mid-career data analyst with research experience who is looking to boost their experience in how good data science can be embedded within an organisation. As part of a small Policy and Economics team, the data analyst works somewhat independently, yet regularly collaborates with and advises client departments. The small nature of the Falklands Government and community provides ready access to decision-makers and stakeholders and makes it essential for a candidate to be able to present complex data in an accessible way.

The candidate must be able to evidence:

- Prior experience of managing and delivering complex research projects to deadlines
- Significant experience in qualitative and quantitative research and evidence of highly developed analytical skills including proficiency in statistical programming software and languages such as Python or R for data analysis, visualisation, and reporting.
- High level of research and analytical skills including the ability to effectively sift and analyse large amounts of complex information and use it to make robust recommendations.
- Experience in developing and delivering effective and innovative public consultation and collaboration tools and techniques.
- Experience of formulating and maintaining constructive working relationships with elected officials, senior civil servants, and other key stakeholders.
- Ability to effectively manage and prioritise a challenging and varied portfolio of work, meet tight deadlines and maintain a client-focused approach whilst maintaining attention to detail.
- Demonstrated ability to work both in teams and independently, and to build effective working relationships across all levels of stakeholders.
- Experience with data management, research ethics and privacy legislation best practices
- Effective communication skills and the ability to present complex information to a non-technical audience.

A fuller person specification can be found in the attached job description.

The package

This is a double-graded role, recognising that it may appeal to individuals with a wide range of experience and knowledge. For candidates who are made an offer on the lower grade, there is the possibility of progressing onto the higher grade subject to successful performance reviews.

Duration of appointment

The post will be offered on a fixed term contact of up to four years initially, with the possibility of an extension for up to a further year.

The following package terms will apply to both Permanent Residents and applicants from overseas:

Salary

Data Analyst, D2 Grade: £35,774 to £47,167, typically starting at £35,774 to £41,168

Data Analyst, C Grade: £42,641 to £52,555, typically starting at £42,641 to £49,090.

Market Supplement

The role also has a taxable market supplement of up to 15% of the base salary.

Taxation

The remuneration package is subject to Falkland Islands taxation. The income tax personal allowance is £16,860. The first £18,000 after the personal allowance limit and other allowable deductions are taxed at 21%, with any remaining amount being taxed at 26%.

The Falkland Islands also operate a Double Taxation Agreement with the UK. Please see <https://www.falklands.gov.fk/taxation/legislation> for more information.

Additional elements

For permanent residents

Pension

In addition to the above, a successful applicant from the permanent resident market, (i.e., an applicant who holds either a Permanent Residents Permit or is a Falkland Islands Status holder) will also be eligible for the FIG occupational pension scheme. FIG will contribute the equivalent of 10% of their basic annual salary into the Scheme for the duration of the appointment. (A successful applicant would contribute 5% of their basic pensionable salary into the Scheme).

For non-permanent residents

In addition to the above noted salary package, a successful overseas applicant, (who is not a permanent resident of the Islands and who would be required to relocate to the Falkland Islands to take up the post as a result), will be eligible for:

Annual gratuity

The successful candidate will be eligible for an annual taxable gratuity payment equal to 25% of the basic salary earned (i.e. excluding market supplement).

Relocation package

If relocating from the UK or Europe, there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500 if accompanied by a spouse/partner; an additional £100 is awarded for each dependent child that accompanies the individual to post. If relocating from elsewhere in the world, the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner (plus £200 per dependent child coming to post).

Flights

In addition to flights to the Islands to take up post and upon satisfactory completion of the contract, employees engaged on 'overseas contract' terms will be eligible for the following concessionary flights:

- 2-year contract – on the first anniversary of appointment
- 3-year contract – on the first and second anniversary of appointment
- 4-year contract – on the first, second and third anniversary of appointment

Funded flights are between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post.



Accommodation

Employees recruited from overseas will be allocated a property from the Government housing stock according to their needs. Typical rents range from £400 for a one-bedroom maisonette property to around £850 for a 4-bed detached house.

Other key elements of note for prospective applicants from overseas.

Access to Medical/dental services

An overseas appointee would have access to the Falklands Health Services. Most services, (including prescriptions) are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures, and cosmetic dentistry such as crowns and bridges, and travel vaccinations. The charges are variable and based on the cost of the materials (including freight).

Education

Education for children up to the age of 16 years is provided free at schools in Stanley. If the successful applicant's dependent children are aged under 19 years, where the qualifying criteria for an Education Allowance has been met in respect of any dependent to enable them to complete A Level studies (or equivalent) in the UK (and payment of such an allowance has been sanctioned by the Education Department), then this allowance will be paid at the rate from time to time prescribed by the Education Department on the terms set out by the Education Department.

Payment of this allowance is not guaranteed and may be subject to change during an individual's term of employment. Any provision would not be provided to any dependents where an eligible child will reside with family members, a guardian or nominated carer during the term of the appointment to undertake such studies.

For more information about daily life in the Falklands visit www.thinkfalklands.com



Recruitment process

Once the closing date for applications has passed, applications will be evaluated according to the person specification and the Selection Panel will select which candidates will be invited to take part in the initial stage of the process.

Candidates will be selected for interview based on how closely they demonstrate their skills and experience in relation to the job description and person specification. Applications can be made through the Falkland Islands Government jobs portal, www.jobs.gov.fk, or through an application form, which can be obtained from recruitment@sec.gov.fk

The interview will be a two-stage process, consisting of a question-and-answer session with an interview panel and a practical exercise.

Timetable

The indicative timetable is as follows:

Stage	Date
Closing date for local applications	27 th March
Closing date for overseas applications	27 th March
Interviews for all applicants	6 th April – 24 th April



Standard pre-employment checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment will therefore be made on a conditional basis, subject to satisfactory checks being received. Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment.

References

All appointments are subject to at least two satisfactory professional references being provided. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

Professional membership/qualification checks/verification of identity

Applicants relying on equivalencies to those specified are responsible for providing evidence of how they meet the required standard. If such equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalency.

You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

Criminal Record Checks

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Successful candidates from overseas will also be required to submit an appropriate Police check as part of Islands Immigration requirements for Work Permit purposes.

Pre-employment Health Assessment

The Falkland Islands has good primary and secondary health care, but because of its geographical remoteness and size, it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates from overseas will be required to undertake a pre-employment health assessment for the purposes of obtaining a Work Permit. The medical will normally be arranged with your own GP unless FIG advise otherwise. Such medicals will also be required for any dependents that are due to accompany you to post. It is important to note that if you have complex medical needs or may need ongoing medical support that is not practically/physically available on the Island or the provision of which is not economically viable, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependents also have such needs, they may not be able to accompany you as dependents on your Work Permit.

They would not, however, be prohibited from visiting the Islands, but this could only normally be done by means of a 'Visitors' permit. For more information on any related immigration issues, you can contact the Customs and Immigration Department on (+500) 27340.



Educational requirements for recognised dependents

If you are not a permanent resident and your dependents have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process. While some support may be available, each case will be considered individually and will be based on the capacity available within the particular year group in the relevant school. If your dependents have complex special needs which cannot reasonably be met from the resources available in the Islands, it is unlikely that immigration criteria would be met and so they may be unable to accompany you as a dependent under the provisions of any work permit issued.

How to apply

The closing date for applications are as detailed in the timetable on page 10 of this candidate brief. To apply to join our team in a unique and breath-taking location, with penguins, dolphins, and the wilderness just next door to your office you can contact us as follows:

For those applying from overseas

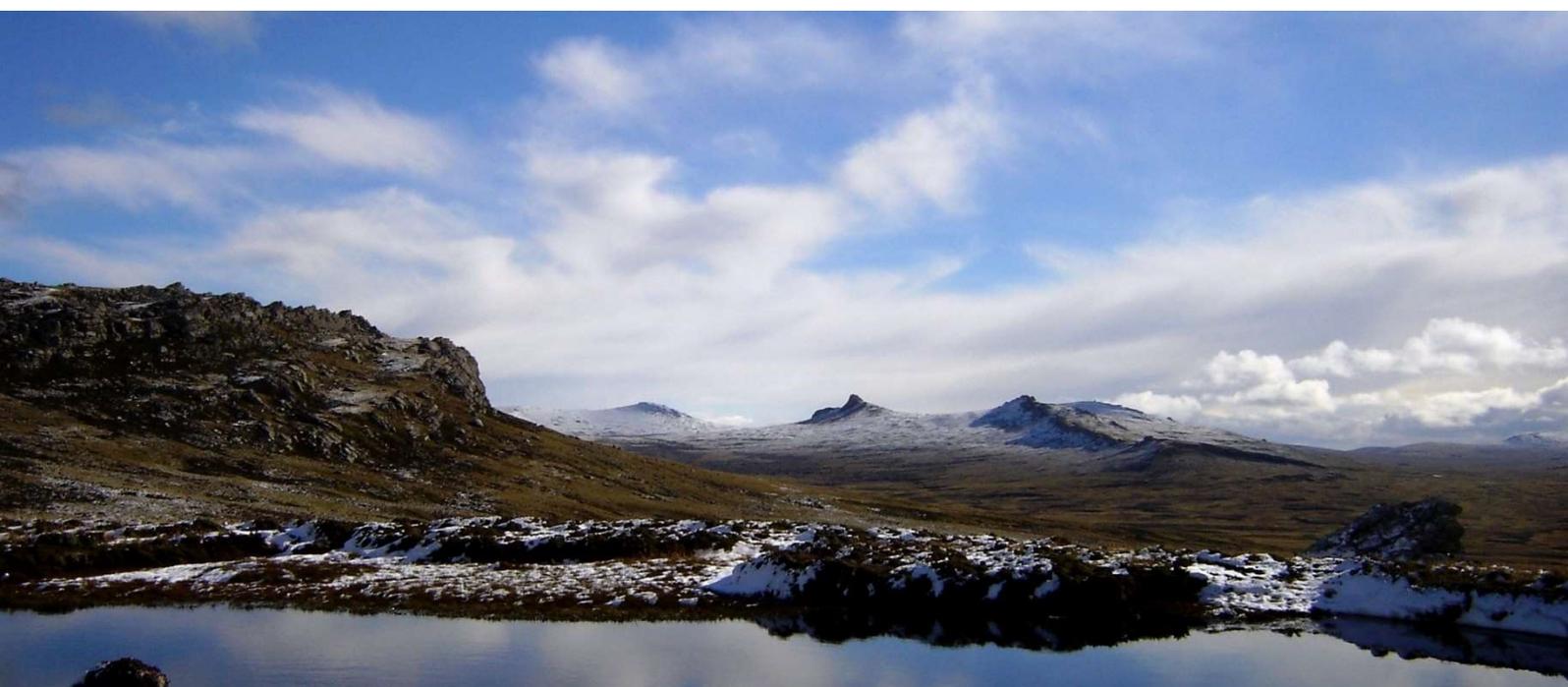
 www.jobs.gov.fk
 recruitment@sec.gov.fk
 (+500) 27420

For those applying from within the Falkland Islands

 <https://falklands.gov.fk/jobs>
 recruitment@sec.gov.fk
 (+500) 27420

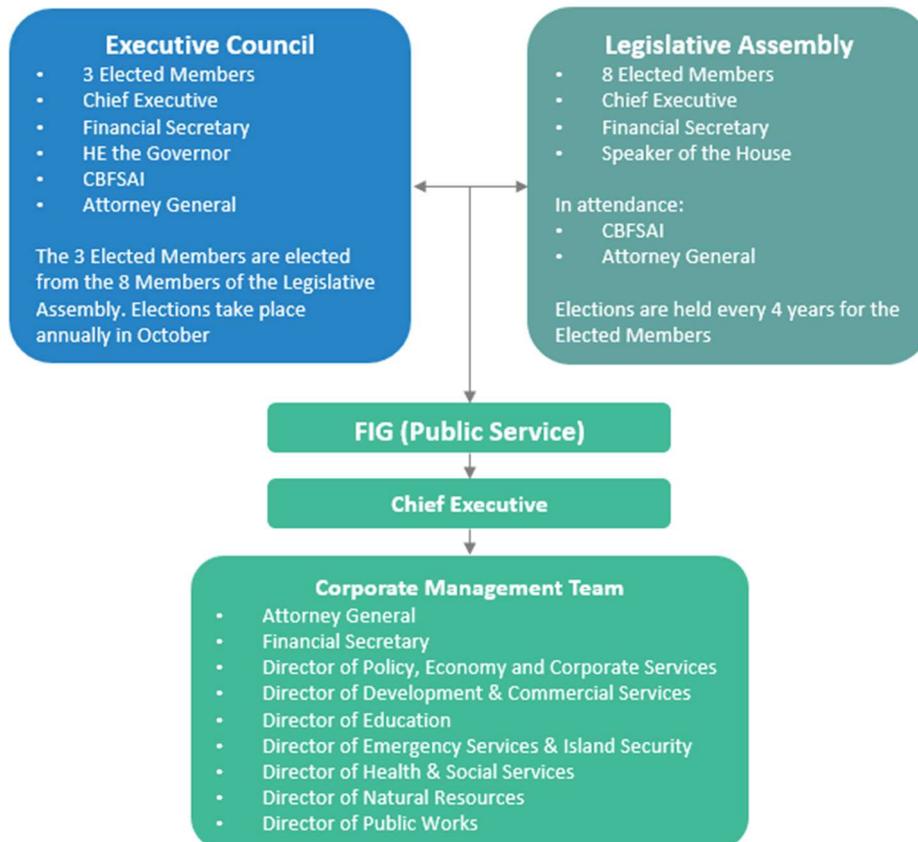
For further information on the post, please contact Roddy Cordeiro, Head of Policy, by email on rcordeiro@sec.gov.fk or by telephone (+500) 28431.

Thank you for your interest in this post, we look forward to hearing from you.



The Falkland Islands Government (FIG)

The Falkland Islands are a UK Overseas Territory where executive authority remains vested in His Majesty the King. This authority is exercised by HM’s Governor on his behalf. The Governor is advised by an Executive Council, comprising three elected Members of the Legislature, the Chief Executive, and the Financial Secretary. The Structures of Government are as follows:



The Legislative Assembly

The passage of legislation, votes for expenditure and the annual budget are resolved by the [Legislative Assembly](#).

The Legislative Assembly comprises eight elected Members, the Chief Executive and Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles.



Celebrating 250 years of being British | © Zuvic



The City of Stanley | © FIG

The Assembly itself is presided over by a ‘Speaker’, who is elected by the Members of the Assembly. It currently meets monthly, and its proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation. All eight elected Members are independent of political parties and each carry portfolios of services, which cover a wide array of diverse activities generally aligned with the functions of each FIG directorate and other government-funded entities such as the Falkland Islands Development Corporation and Falkland Islands Tourist Board.



There is a wider network of approximately 20 committees, each of which generally includes at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee, for example, considers and monitors the budget and includes all eight Members. Such committees now meet in public, under rules mirroring the UK’s Local Government (Access to Information) Act. The intention is to speed up decision-making processes and strengthen transparency, accountability, and scrutiny.

Executive Council

This forum is the policy making body of the Falkland Islands Government and is attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually monthly).

The Islands Plan

The Falkland Islands Government operates against the background of the ‘[Islands Plan](#)’. The Plan has been established to encapsulate the high-level strategic aspirations agreed as being key to progressing the sustainable, economic, social and political development of the Falkland Islands for the benefit of all its residents. It is the job of the public service to deliver the Islands Plan and progress is tracked via the [Islands Plan Delivery Plan](#). Elected Members’ top priorities under the Plan for 2022-2026 are:



- Self-Determination & Public Diplomacy
- Protecting the Environment
- Sustained Economic Development for the Islands
- Infrastructure, Transport and Communications
- Health, Wellbeing and Social Care
- Education, training, Workforce, Community & Culture
- Social Equity
- Safety & Security
- Organised & Effective Government

The Public Service

Government departments in the Islands’ mirror the entire range of UK civil service departments and also those services which are often provided by local government and other NGOs elsewhere. The business of Government itself is delivered by a core Public Service of around 850 core employees, over 20% of which come from overseas: see www.falklands.gov.fk

Our vision and values

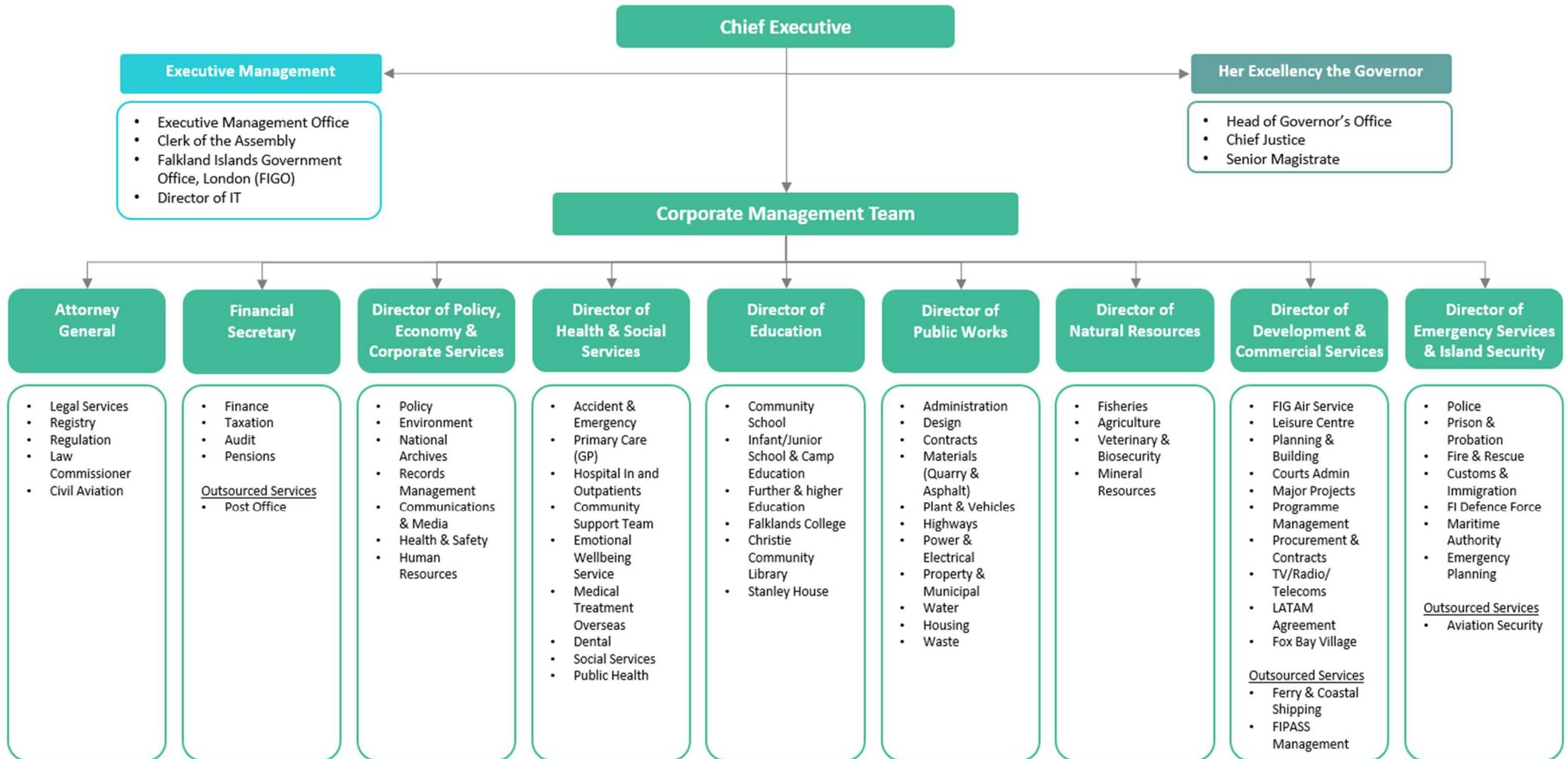
“In the public service we work together to deliver reliable and effective services for the Falkland Islands, enabling our community, environment and economy to flourish.”



Corporate Management Team (CMT)

Directors of the departments meet regularly in a forum known as the Corporate Management Team, (CMT), chaired by the Chief Executive, to consider corporate policy and strategy.

The public service organogram





Falkland Islands Government

The Secretariat, Thatcher Drive, Stanley, Falkland Islands, FIQQ 1ZZ

Email: recruitment@sec.gov.fk

Phone: +500 27420



www.falklands.gov.fk

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