

VALUE ANALYST

Core information

Location: Bracknell head office ▾ with blended working and an expectation to travel to other locations as the role requires.	Lines of business or shared capability area: Waitrose Commercial
Reports to: Value Lead	
People Management: No ▾	
Assignment Management: Yes ▾	
Partnership Level: Partnership level 6 ▾	Manager's Partnership level: Partnership level 5 ▾
Number of direct reports: None	Partnership level(s) of direct reports: None ▾

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands – John Lewis and Waitrose, as well as expanding into new areas beyond retail.

We aren't an ordinary business, though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique Purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide, so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

The main purpose of the role is to:

- Own and Lead the analysis of Waitrose pricing and promotional activity and proactively make recommendations so as to reassure customers on value
- Use insight and analysis to deliver both short term and long term goals across the key commercial metrics
- Partner with trade planning team and other commercial teams to optimise event, secondary space and commercial performance
- Develop recommendations and implications for promo cap target and secondary space allocation to deliver the customer plan, supporting the delivery of incremental sales and margin
- Own the strategic development of data collection methodology, data management and reporting outputs

You will have the opportunity to develop and stretch personally and professionally to achieve your potential.

Primary Outcomes & Accountabilities

Commercial Delivery

- Complete high quality analytical review of promotional and event performance

Measures of success

Commercial

- All analysis is completed at the required pace with a high level of

- Acting as the subject matter expert, frames and presents pragmatic recommendations to stakeholders at all levels, gaining buy in and support
- Analysis of data, providing insight and recommendations that support decision making within Commercial and beyond to a best-in-class standard
- Analysis of overall performance of promotions per category (12-24 month period)
- Lever analysis to support category strategy
- Ad hoc promotions analysis, engaging stakeholders to support better informed decision making
- Monitor price vs. competitors and flag areas for investigation
- Prices ready in systems for launches/campaigns
- Creation and distribution of value reports across Commercial
- Identify incremental opportunities across value levers Customer

Strategic Leadership

- Lead the strategic development of data collection methodology, data management and reporting outputs
- Works with the Value Lead to develop the processes and approach for improvement of the Trade Planning function

Communication & Stakeholder Management

- Support trade planning team in event analysis, making clear what worked well and recommendations for improvement across all value metrics
- Work with category teams to understand how to reduce the impact of margin dilutive promotions, reducing the £30m annual cost

Leadership

- Coach and build the talent, skills and capability of the value team to be market leading.
- To role model the Partnership values, particularly when dealing with internal stakeholders.
- Operates with empathy and compassion to develop high performing Partners.

accuracy

- Incremental sales and profits
- Active management of outliers with stakeholders
- Accurate, insightful and timely outputs to stakeholders that meet their needs and our customers' expectations on value.

Partner

- Sought and delivered Feedback for self and others; immediate, planned 1 to 1, 360 Degree, ARP
- Completion of all Legal compliance documentation on Workday
- Quality & strength of talent pool; consistent line of communication to resource planning function, enabling succession planning and career development for Partners

Skills

- Has a high level of analytical ability, considerable experience of complex financial modelling and analysis, performed at pace with a high level of accuracy
- Has proven ability to distil complex analysis into clear findings and recommendations that can be easily understood and acted upon by the business
- Has excellent Strong stakeholder management and influencing skills, and is able to connect and influence at multiple levels across the Partnership

- Demonstrable experience of framing issues, conclusions and recommendations to enable quick decision making
- Has Proven ability to work independently, with minimal direction and own projects and outcomes to completion

Qualifications & Experience (where applicable)

Essential

- Commercial and market awareness, Operational experience, Attention to detail,
- Advanced Google Sheet / Excel / Spreadsheet Skills and Proficiency with GoogleWorkspace
- Experience using analytical tools such as Tableau / Google Data Studio / Power BI or other data visualisation tools. SQL Advantageous.

Desirable

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Version	Created/updated by	Date
1.0	Will Cummings	January 2026