**JOB DESCRIPTION**

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| **Job Title:** | Data Engineer |
| **Division:** | Data & Analytics |
| **Directorate:** | Digital Services |
| **Base:** | Home Based |

**ORGANISATIONAL ARRANGEMENTS**

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| **Accountable to:** | Data Manager |
| **Other**  **Accountabilities:** | Head of Data & Analytics |

**JOB PURPOSE**

Do you love new challenges? Are you excited about new technology experimentation? Are you looking for a new challenge that stretches your talents? Then this could be the role for you.

We are looking for a Data Engineer that likes solving complex problems across a full spectrum of technologies. You will help ensure our technological infrastructure operates seamlessly in support of our business objectives.

You will help us to create and develop data as we move forward into our new Snowflake environment to ensure we deliver accurate and timely information to the rest of the business. You will also have an understanding and hands on experience of integrations across multiple systems.

**DUTIES**

* Develop and implement data pipelines that extract, transform and load data using into our Snowflake environment for use with reporting tools such as Power BI and SSRS.
* Work on ingesting, storing, processing and analysing large data sets.
* Assist in the creation and maintenance of a scalable and high-performance data warehouse.
* Translate complex technical and functional requirements into detailed designs.
* Investigate and analyse alternative solutions to data storing, processing etc. to ensure the most streamlined approaches are implemented.
* Build and maintain integrations across various platforms.

**RESPONSIBILITIES**

* Develop and maintain data pipelines implementing ETL/ELT processes using the appropriate business tools.
* Take responsibility for data set development and implementation.
* Work closely with the wider data and BI Team’s in implementing data analytic pipelines.
* Help define data governance policies and support data versioning processes.
* Maintain security and data privacy.
* Define, build and maintain the data pipelines that will enable faster, better, data-informed decision-making within the business.
* An expert in SQL development, designing and developing scalable ETL packages from the business source systems.
* Analyse complex data elements and systems, data flow, dependencies, and relationships in order to contribute to conceptual physical and logical data models.
* Responsible for designing, architecting and developing the data environment.
* Supporting and influencing the implementation of the data strategy.
* Work collaboratively with the entire Data & Analytics teams, providing support to the entire department for its data centric needs.
* Keep up with industry trends and best practices, advising senior management on new and improved data engineering strategies that will drive departmental performance, promoting informed decision-making, and ultimately improving overall business performance.
* Performs similar duties as delegated by the Data Manager, Principle Data Engineer, Head of Data & Analytics and Chief Information Officer.
* Convey technical messages to collaborative non-technical departments and colleagues.
* Documentation of Data architecture, policies, and procedures.
* Developing integrations, using our Ipaas platform, Talend and integration best practise.
* Maintaining the integrity and smooth functioning of the company's integration architecture.
* Designing, planning and integrations as defined by the business to ensure that strategic objectives can be met.
* Checking and correcting conflicts in data configurations and overlaps.
* Analysing and improving current system integrations and data migration

**GENERAL INFORMATION**

* To attend for work reliably and punctually and to follow a work pattern as required fulfilling the role, which may include working overtime if the need arises.
* To know where to access policies, to keep yourself up to date with all procedures and policy changes and to be aware of and follow their contents.
* To develop your own and your teams, practice through the supervision and appraisal process, ensuring your continuous professional development needs are identified and addressed.
* Use an appropriate level of confidentiality where personal information is involved with regard to both individuals in our care and employees.
* To ensure that people with whom you have contact have equal opportunities, to acknowledge their individual differences and uphold their rights and responsibilities, including the right not to be discriminated against, as set out in law and by policies.
* To carry out, as and when required, any additional tasks and responsibilities as are reasonably compatible with this job description and its objectives.
* A duty exists (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to understand the hazards in the workplace, to evaluate and take action to reduce the risks. It is expected that you comply with safety rules and procedures and to ensure that nothing you do, or fail to do, puts yourself or others at risk.
* It is everyone’s responsibility to ensure that everything possible is done to protect individuals in our care from abuse of a physical, sexual, neglectful, financial or institutional nature.  This includes an absolute requirement to report any incident of this nature you witness, hear about or suspect.

**This job description is an outline of the key tasks and responsibilities of the role and is not intended as an exhaustive list. The job may change over time to reflect the changing needs of the business, as well as the personal development needs of the post holder.**

**PERSON SPECIFICATION - Job Title:**

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|  | **ESSENTIAL** | **DESIRABLE** | **METHOD OF  ASSESSMENT** |
| **QUALIFICATIONS** | ETL/ELT Methodology of Data Extraction.  Strong SQL/T-SQL.  Data Management Expertise. | Degree in Computer Science, math’s or engineering. | Application Form and Interview |
| **KNOWLEDGE EXPERIENCE & SKILLS** | Experience in Data Warehouse Development and methodologies.  Experience in Data Development.  Experience in Data Modelling.  Good knowledge of non-structured database solutions.  Experience with Git/GitHub or other version control tool.  Experience with DevOps or similar.  Experience with data structures, modelling and algorithms, Azure Date Lake, Manage data and Metadata, CI/CD Deployment.  Database systems (SQL), ETL tools, Data API’s, Multiple programming languages (Java, Python, C/C#),  2 years’ experience of working in a data engineering role or similar.  Experience working technically within integration projects  Expert knowledge of integrations, development processes, and integration architectures. | Experience in Cloud Warehousing – Snowflake.  Strong Data Engineering Skills.  Cloud integration Tools such as Talend.  Test Driven Development, DevOps tooling for data technology, DevOps Methodology, Coaching, Communication skills.  Agile Scrum.  A good understanding of alternative software engineering life cycle approaches for development and the concepts and practices required to implement effective information systems.  Knowledge of Power BI. | Application Form and Interview |
| **OTHER** | Problem Solving - Uses logic and methods to solve difficult problems with efficient solutions, probes all sources for answers, can see hidden problems, is excellent at honest analysis, looks beyond the obvious, applies common sense and doesn’t stop at the first answer.  Ability to adapt style and approach to meet the needs of different audiences.  Ability to perform tasks independently  A keen eye for detail and the ability to spot and fix errors in complex code.  Good interpersonal skills.  Good communication skills.  Well rounded team player. | Able to recognise potential assignments outside own areas of specialisation and bring to bear appropriate expertise as necessary. | Application Form and Interview |

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| **Date Prepared:** | 20/12/2023 |
| **Prepared By:** | Head of Data & Analytics |
| **Employee’s Name:** | Rebecca Cochrane |
| **Employee’s Signature:** | **Date:** |
| **Manager’s Name:** |  |
| **Manager’s Signature:** | **Date:** |