

JOB DESCRIPTION

JOB TITLE:	Data Engineer
GRADE:	Grade 4
REPORTING TO:	Data Warehouse Manager
THEME/PRODUCT:	Connecting Data

ROLE SUMMARY

The Data Engineer is responsible for designing, building and optimising scalable data pipelines that reliably support business and analytical needs. It requires strong technical capability in SQL, data modelling and modern data tooling to manipulate, transform and deliver high-quality datasets. You will apply structured, evidence-based problem-solving to identify trends, diagnose root causes and generate meaningful insights, ensuring that all data outputs are accurate, consistent and supported by robust validation and automated quality processes.

Alongside technical delivery, the role involves clear communication and strong collaboration with stakeholders across the organisation. You will tailor complex technical information for different audiences, build productive working relationships and support colleagues in adopting good data and pipeline practices. You will make sound, risk-aware decisions aligned to governance and security standards, while continuously seeking opportunities to improve processes, tools and personal capability. You will contribute to the development of trusted, well-managed data assets and a culture of continuous learning and improvement.

MAIN DUTIES & RESPONSIBILITIES

Data Requirements, Analysis & Insight Delivery

- Interpret business requirements for bespoke data projects into technical delivery requirements, ensuring clarity, feasibility and alignment with agreed analytical approaches, and contributing to shaping the most appropriate analytical methods.
- Create complex operational dashboards using data visualisation tools in order to facilitate real-time analysis and data discovery, ensuring they are scalable,

user-friendly and support decision-making across teams, while maintaining consistency with established reporting standards.

- Generate and analyse business reports to support strategic business decisions and drive improvements in operational performance, providing clear commentary and recommendations, and highlighting emerging trends or risks.
- Collaborate with users to present analytical solutions and customer insights, adapting outputs to different stakeholder needs and ensuring insights are actionable, supporting evidence-based decision-making across the organisation.

Data Extraction, Preparation & Modelling Support

- Write routines to extract data from a variety of databases and systems so they can be merged, cleaned, and manipulated for further analysis, ensuring robust processes that maintain data integrity, and proactively identifying opportunities to streamline data preparation workflows.
- Support the BI Developers with requirements for the design of the data warehouse and analytical data models, contributing to discussions on structure, optimisation and data flows, and ensuring requirements accurately reflect business needs.
- Complete testing on data models and reports, highlighting and raising any issues found, and working with technical teams to support timely resolution, helping safeguard overall data quality and reliability.

Stakeholder Collaboration & Adoption of Data Tools

- Work closely with internal stakeholders to understand working practices and drive the adoption of data tools to introduce improved ways of working for the business, acting as a trusted point of contact for data-related queries, supporting stakeholders to embed data into their daily processes.
- Attend relevant team/project meetings, contributing updates, identifying risks and supporting collaborative problem-solving, ensuring analytical considerations are incorporated into wider project outcomes.
- Act as a data systems champion, promoting and supporting the proactive use of analysis tools to improve the staff/customer experience, helping teams embed data into daily decision-making, and encouraging the effective use of standardised tools and dashboards.
- Encourage users to take a more active role in the effective use of data within the organisation, providing guidance that builds capability and confidence, and supporting the development of a data-literate culture.



- Guide users on best practice in line with our Business Intelligence standards and processes, supporting consistent, high-quality analytical outputs across the organisation, and ensuring adherence to agreed governance principles.

General

- Managing health and safety issues in your area of responsibility in line with the relevant section(s) of the relevant Health and Safety Policy
- Complying with business confidentiality and information security policies, in line with GDPR and relevant legislation
- Live believe housing's values and behaviours, doing the right thing for our customers, our business, and our people
- To deliver financially viable and economically effective services, seeking to gain maximum benefit from the use of resources and increasing social value.
- Your duties may vary from time to time within the broad remit of your role and grade. You are required to undertake any such reasonable and appropriate duties.

PERSON SPECIFICATION

Essential & Desirable Criteria	Method of Assessment
Qualifications	
<ul style="list-style-type: none"> The ideal candidate will have a combination of IT skills, data governance skills, and analytics skills with a technical or computer science degree or equivalent work experience. (E) 	<ul style="list-style-type: none"> Application Form Pre-employment checks
Experience	
<ul style="list-style-type: none"> Demonstrable experience designing, building and optimising data pipelines and ETL/ELT processes, working with large, complex and heterogeneous datasets. (E) Strong experience using SQL, relational databases and modern data platforms (e.g., Hadoop, NoSQL, distributed compute or streaming technologies). (E) Experience collaborating with cross-functional teams — including analysts, data scientists and business stakeholders — to deliver data solutions and operationalise models. (E) Experience applying data engineering practices across cloud, on-premise or hybrid environments, including containerised deployments (e.g., Docker, Kubernetes). (D) Experience working within governed environments involving data quality, data security or compliance frameworks. (D) 	<ul style="list-style-type: none"> Application Form Interview
Knowledge	
<ul style="list-style-type: none"> Strong understanding of data engineering concepts, including data pipelines, data modelling, metadata, data quality and integration patterns. (E) Awareness of data governance, security, compliance and responsible data-use standards. (E) Understanding of common scripting or programming languages used in data engineering (e.g., Python, R or similar). (D) Awareness of data science and BI/analytics platforms and how engineered data supports their use. (D) 	<ul style="list-style-type: none"> Application Form Interview
Skills	
<p>Data Pipeline Development & Insight</p> <ul style="list-style-type: none"> Designs, builds and optimises scalable data pipelines and workflows that reliably support business and analytics needs. (E) 	<ul style="list-style-type: none"> Application Form Interview

<ul style="list-style-type: none"> • Applies structured, evidence-based problem-solving to identify trends, diagnose root causes and develop practical solutions. (E) <p>Technical Capability & Data Quality</p> <ul style="list-style-type: none"> • Uses SQL, data modelling and modern data tools to manipulate, transform and deliver high-quality datasets. (E) • Ensures robust data quality through effective validation, cleansing, automation and monitoring processes. (E) <p>Communication & Collaboration</p> <ul style="list-style-type: none"> • Communicates complex technical information clearly, tailoring content to both technical and non-technical audiences. (E) • Builds strong working relationships across teams, gathering requirements and supporting users to adopt good data and pipeline practices. (E) <p>Governance & Risk Awareness</p> <ul style="list-style-type: none"> • Makes sound, evidence-led decisions that balance risk, governance and organisational priorities. (E) • Works in alignment with data governance, compliance and security standards to maintain trusted, well-managed data assets. (E) <p>Continuous Improvement & Learning Mindset</p> <ul style="list-style-type: none"> • Identifies opportunities to enhance data processes, tools and systems to improve efficiency and value. (E) • Actively pursues learning and applies new techniques, tools or practices to improve data engineering outcomes. (E) 	
Behaviours	
<ul style="list-style-type: none"> • Care about the basics – you make responsible choices and protect our reputation. • Work well together – you are respectful, listen actively and proactively share information • Achieve great results – you set yourself high standards, consistently perform, and respond appropriately to feedback. • Keep improving – you identify new ways of working, adapt to change and never stop learning. • Be at our best – you are reliable and authentic, act with good intention, and understand your impact. • Make a positive difference – you contribute and actively volunteer your skills and knowledge 	<ul style="list-style-type: none"> • Interview

