May 2025

Job Specification

Position Title: Data Engineer
Salary: £43,527 per annum
Location: Hybrid role – office is Tricorn House, 51-53 Hagley Road, Birmingham B16 8TP
Reports To: Chief Technology and Transformation Officer

Job Overview:

The role is accountable for designing, building, and managing data pipelines and solutions on our Microsoft Azure cloud platform, ensuring data is accessible, secure, and optimized for analysis and business insights. This role will support the delivery of the medium- and long-term strategies of the department and support in the delivery of the strategy for the wider trust through excellence in technology.

Key Responsibilities:

- Data Integration and Transformation:
    - Integrate, transform, and consolidate data from various sources (structured and unstructured) into formats suitable for analytics.
- Data Pipeline Development:
    - Design, develop, and maintain data pipelines using Azure services like Azure Data Factory, Azure Data Lake Storage, and Azure Synapse Analytics.
- Data Storage and Management:
    - Manage and optimize data storage solutions, including Azure SQL Database, Azure Cosmos DB, and Azure Data Lake Storage.
- Data Governance and Security:
    - Ensure data integrity, security, and compliance with relevant standards and regulations.
- Data Exploration and Analysis:
    - Help stakeholders understand data through exploration and visualization and build and maintain secure and compliant data processing pipelines.
- Automation and Orchestration:
    - Automate data processes and orchestrate data pipelines using tools like Azure Logic Apps and Function Apps.
- Data Warehouse Maintenance and Enhancement:
    - Maintain, optimise, and extend the existing Azure-based data warehouse to support evolving reporting and analytical needs.
- Semantic Model Review and Guidance:
    - Assess the existing Power BI semantic model to ensure it remains accurate, scalable, and aligned with best practices.
    - Provide expert recommendations and collaborate with the Insights team to support sustainable improvements that meet the organisation's reporting goals.
- Version Control and Development Practices:
    - Apply version control and collaborative development approaches (e.g. via Azure DevOps) to ensure solutions are maintainable, well-documented, and easy to support.

- Troubleshooting and Maintenance:
  - Troubleshoot and maintain data pipelines and data stores to ensure high performance and reliability.
- Collaboration:
  - Collaborate with stakeholders, business analysts, and IT professionals to understand business needs and translate them into technical requirements.
- Solution Design:
  - Design and implement data solutions that meet business requirements, using Azure services and other tools.
- Best Practices:
  - Develop and maintain best practices for data engineering, including reusable code, libraries, and patterns.

Experience:
- Minimum of 12 months experience as an Azure Data Engineer
- Demonstrable experience of using Azure data tools
- Good working knowledge of using PowerBI, and other data visualisation tools
- Demonstrable experience of Digital systems and data extraction from such systems

Skills:
- Ability to prioritise and execute tasks in a high-pressure environment with conflicting and varying timescales
- Ability to build relationships and work effectively within a team
- Good interpersonal and communication skills
- Keen attention to detail

Personal Qualities
- Self-motivated
- Enthusiastic
- Pro-active and take ownership
- Customer focused
- Creativity and imagination
- Adaptable and able to easily learn new skills.
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Commitment to the values of the Trust which are to*:
- We put people first
- We support each other
- We solve problems

An enthusiasm for the work of the Trust and the benefit it brings to clients

Qualifications:
- Certification appropriate to the role or equivalent training and experience.