

DiABETES UK
KNOW DIABETES. FIGHT DIABETES.



DATA ENGINEER X2

WHO WE ARE

For nearly 5 million people with diabetes in the UK, there's no day off. At Diabetes UK, we fight day in, day out for better care, treatment and support. We won't stop until diabetes can do no harm. With more people than ever living with diabetes and millions more at risk of developing type 2, our work has never been more needed.

We can't do any of this without you. Our staff are passionate and determined about helping everyone affected by diabetes. For over 85 years, they've been behind vital policy changes, as well as new treatments and technologies to make living with diabetes easier every day. But there's more to do. And you can be part of it.

We're a really diverse bunch and we recognise and respect your value as an individual.

As well as helping people with diabetes, you'll be part of one of the top 30 Best

UK Charities to Work For, and one of the top 75 Best Large Companies in London.

Tackling inequality is part of our mission, and we're committed to being a diverse and inclusive organisation, for all of our people and volunteers. We have a friendly and inclusive culture, with a range of staff networks and ways to get involved. You can find out more about our approach to equity, diversity and inclusion in our strategy here [EDI Strategy Branded version 22 March 2023.pdf](#).

Our vision is a world where diabetes can do no harm. Join us today, and together, we can make that a reality.



JOB DESCRIPTION

Role title: Data Engineer x 2

Contract type: 1 x Perm and 1 x 12 months fixed term contract

Hours: 35 per week

Key relationships (internal and external):

- Data Strategy Lead
- Better Data Programme Change Manager
- CRM and Data Engineers
- Fundraising and Engagement/ Business Support Team
- Digital Team including Digital Architects
- Information Governance
- Better Data Programme Board Members & Working Groups
- Business Analysts
- Project Managers
- Data owners, product owners and data stewards throughout the organisation
- Third party vendors
- Managed service providers
- Fulfilment agencies, Marketing agencies
- Data Professionals in the charity sector and beyond

Key focus of the role:

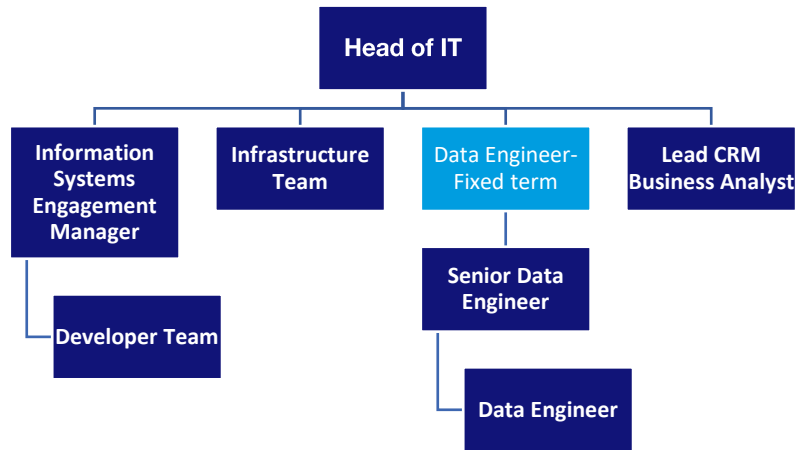
- **Data engineering & solution design:** Development and improvement of the data platform by leading the design and deployment of appropriate new data stacks to manage data ingestion, integration, exception handling, master data management, and warehousing which can support self-service analytics across the organisation. Support us to establish ways of working to be rolled out across the organisation.
- **Data modelling:** Lead the development of the organisational data model in the new technology environment using industry-recognised data modelling patterns and standards. Reverse-engineer data models from existing live systems; compare and align different data models.
- **Data analysis and synthesis.** Undertake data profiling and source system analysis and present clear insights to colleagues to support the end use of the data.
- **Metadata management:** Work with implementation partners to design an appropriate metadata repository and define changes to existing metadata repositories.
- **DevSecOps Engineering awareness:** Work within a DevOps environment and ensure security is considered at each stage of work, from design to implementation. Work with our information governance team to develop best practice access and retention approaches to support compliance.

- **Testing:** Review requirements, specifications and define test conditions. Identify issues and risks and support implementation partners and internal developers to resolve these.
- **Problem resolution:** Diagnose and respond to problems in databases, data processes, data products and services as they occur. Establish monitoring services and identify trends to resolve problems. Determine appropriate remedies and assist with implementation of it as well as preventative measures.

Directorate and team

This role sits in the [Information Technology](#) in the [Corporate Services](#)

Department



Person specification

All jobs at Diabetes UK are based on

- The key activities you'll undertake and
- The skills, knowledge, experience and behaviours you need to be successful in this role

You will be able to:

- **Support our Data Strategy and wider strategic aims:** You understand data at a strategic level and have an awareness of how this should support strategic marketing, and engagement with beneficiaries and supporters. You are able to think strategically and adapt your approach to the needs of the organisation, turning business problems into appropriate data designs.
- **Programming and build (data engineering):** You know how to use emerging and agreed standards and tools to design, code, test, correct and document moderate-to-complex programs and scripts.
- **Database Administration and automation:** You know how to Identify, create and use unattended processes and self-updating procedures for administration and upload tasks, to reduce errors on deployments, improve reliability and increase speed of implementing changes.
- **Data modelling:** You understand the concepts and principles of data modelling and can produce relevant data models across multiple subject areas.
- **Data integration design:** You know how to select and implement the appropriate technologies to deliver resilient, scalable, and future-proofed data solutions. You can work with implementation partners and internal colleagues to develop / refine specifications. You can quickly learn systems that are managed outside of IT (e.g. finance systems/events management systems) to ensure integrations meet overall business requirements.
- **Data development process:** You can design, build, and test data products that are complex or large-scale. You know how to build teams to deploy and manage data integration services.
- **Metadata management:** You understand a range of tools for storing and working with metadata. You can provide oversight and advice to more inexperienced members of the team.
- **Data innovation.** You have experience with and understand the impact of emerging trends on the organisation in data tools, analysis techniques and data usage
- **Communication skills:** You know how to communicate with technical and non-technical stakeholders as well as facilitate discussions within a multidisciplinary team, with potentially challenging dynamics. You can advocate for the team externally. You know how to manage different perspectives. You can lead and develop relationships with stakeholders across the business, to engage, challenge and influence others, including motivating others to engage with the programme.
- **Project management:** You can deliver complex projects within wider programmes of activity with high levels of dependency. Be accountable for delivery and maintenance of high-quality outputs. Effectively manage your own workload, the development team's workload, and contractors and implementation partners. Identify and resolve workload risks so delivery timelines are met.
- **Leadership:** As a Lead Data Engineer act as a subject matter expert and, guiding and coaching other developers to ensure design, development and implementation of changes are robust and reflect best practice. Conduct coding peer review sessions, and review Pull Requests.

You will have experience in:

- Leading fast-paced deployment of data solutions in a range of settings
- Expert SQL Data Warehouse Developer with experience delivering enterprise data models, data warehousing and operational data stores, and developing data interfaces for reporting tools such as Power BI.
- Designing ETL/ELT processes in a range of technologies e.g. SQL, Python, PySpark. Use Azure tech stack for implementing data transformations, including data standardization processes,
- Data profiling, data discovery, root cause analysis and cost-benefit analysis
- Performance monitoring and tuning
- Developing metadata management approaches, data architecture repositories and architecture modelling.
- Applying data governance and data quality principles to the full data lifecycle, ensuring data is of the right quality to enable effective processes, organisational and customer outcomes.
- Deploying agile project methodologies to manage complex projects, delivering quality outputs on time and to budget. Familiarity with applying agile working to data warehouse design.
- Managing project teams, contractors and implementation partners to ensure delivery of tasks.
- Manage third party suppliers to deliver fundamental system changes/upgrades.
- DevSecOps methodologies.
- Relational database applications
- Scripting and an understanding of Boolean logic.
- Business Process Management (BPM) applications to automate processes.

Experience of object orientated programming, to enable bulk data manipulation and import procedures using Python.

You will have skills in:

- Proficiency in languages like Python, and SQL
- Experience with data warehousing solutions such as Azure Synapse Analytics and Azure SQL
- Skills in designing and implementing ETL pipelines using Azure tech stack
- Familiarity with Spark for big data processing
- Knowledge of relational databases like Azure SQL, MySQL, PostgreSQL
- Experience with cloud services such as AWS, Azure
- Ability to design and optimize data models
- Strong analytical skills to interpret complex data sets
- A self-motivated and dynamic nature
- A focus on delivering business benefits by being driven and solutions-focussed
- A diligent approach to problem solving and issue resolution.
- A proven passion for data quality

You will have knowledge:

- Fundamental understanding of data structures and algorithms
- Knowledge of database design, normalization, and indexing
- Understanding of batch and real-time data processing
- Basic knowledge of machine learning concepts and tools
- Awareness of data privacy laws and best practices for data security
- Skills in scripting languages for automation tasks
- In-depth knowledge of cloud computing principles and services
- Understanding of APIs and methods for integrating data from various sources
- Familiarity with project management methodologies and tools

The best person for this job will be:

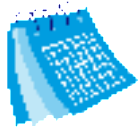
- Strong interpersonal skills
- The ability to take the lead on large/complex developments
- The ability to design solutions with an understanding of the use and impact of data, systems and IT infrastructure
- Sufficient leadership skills to manage technical colleagues to implement designs once they have been approved
- The ability to be a strong team player
- The ability to learn new skills and tasks quickly
- A working knowledge of standard IT working practices (e.g. ITIL/DevSecOps/STRIDE) CIC
- A demonstrable focus for customer satisfaction
- The ability to work independently with little supervision
- A strong drive for results while multi-tasking and working calmly under pressure to deadlines

BENEFITS

We know you do more than just work. And that means you might be a parent, carer, friend, volunteer or partner.

We want to make sure that we can help you create a good balance between work and the other parts of your life.

And one way we do that is with benefits we offer you.



Annual leave

We want you to make sure you get time off to rest and relax. So, all full-time permanent employees get 25 days off a year, with bank holidays on top of this.



Connected working

We have adopted a 'connected working' way of working. This means that, for most roles, you are not required to work in an office location every day.



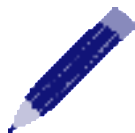
Pension

We enrol everyone into our pension and all new colleagues joining us will get information on the pension scheme. We make an employer contribution of at least 5%.



Healthcare

Our cash healthcare plan that allows you to claim back the cost of regular health appointments and treatment, like the dentist and optician.



Learning and development

We help you to continually develop and achieve your career goals, including offering a wide range of training which happens throughout the year.



Gym membership

We have a gym membership discount scheme through our cash healthcare plan provider. You can use this at a wide variety of gyms around the UK.



Our Networks

A range of active and supportive colleague networks such as the Pride network, Global Majority network and Women's network.



Early finish Friday

Early finish Friday and flexible working as part of our approach to activity-based working (not applicable to roles with fixed shift patterns).



Employee assistance programme

Employee assistance programme to give you support on any issues that come up in life.



Annual season ticket loan

Annual season ticket loan* (on completion of your probation period and if contract is permanent or longer than 12 months).



Cycle to work scheme

Cycle to work scheme.

Get in touch

Email recruitment@diabetes.org.uk

Call **0345 123 2399**

Visit diabetes.org.uk

Search **Diabetes UK** on Facebook, Twitter, YouTube and Instagram

