

Data Engineer/BI Developer – Role Profile

Meeting Performance KPIs whilst improving outcomes and service delivery for the people we support



WHAT I AM ACCOUNTABLE FOR:

- Deliver high quality, reliable, and scalable data and analytics solutions that support operational and strategic decision making
- Own the end-to-end lifecycle of data, from ingestion and transformation through to visualisation and insight delivery
- Translate business requirements into effective reporting and analytics solutions.
- Support the organisation's transition from legacy on-premise platforms to a modern cloud-based data architecture (including Microsoft Fabric)
- Drive continuous improvement in data engineering, reporting standards, and BI tool usage
- Ensure data quality, integrity, consistency, and historical data retention across reporting platforms.
- Identify and resolve data and reporting issues to provide trusted business insights.
- Ensure compliance with data governance, security, and access controls
- Drive continuous improvement in reporting processes, database performance, and BI solutions.
- Apply data governance and security standards, including role-based access controls to manage Tableau Server content, user access, and permissions.
- Maintain documentation for data pipelines, models, and reporting assets
- Support audit, assurance, and regulatory requirements

HOW I OPERATE:

- I Provide technical data leadership through hands-on contribution, setting standards through example rather than mandate
- I work collaboratively with others at all levels to drive performance and to create the best possible outcomes
- I will deliver better outcomes by bringing new ideas and new ways of thinking
- I will embrace change even when its complex and uncomfortable
- I will bring an analytical mindset
- I have a strong commitment to data integrity
- I actively seek opportunities to develop myself and take an interest to keep up to date with new technologies, staying abreast of emerging trends, technologies and best-practices in data, analytics and AI to drive innovation.
- I put the people we support at the heart of everything I do
- I treat others with respect, actively listen and embrace others' points of view;
- I maintain a non-judgemental approach
- I maintain professional boundaries and always present a professional image
- I take ownership and accountability for my actions and decisions

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WHAT I DO:

Data Engineering:

- Collaborate with data, performance, insights and infrastructure teams to support reporting, analytics and scalable growth.
- Design, build and maintain ETL/ELT pipelines using SQL Server, SSIS and T-SQL; optimise SQL objects and queries.
- Improve database performance, support incremental loading, migration and integration into modern architecture.

Visualisation Development:

- Design and deliver intuitive Tableau and Power BI dashboards and reports.
- Optimise performance and usability; apply data storytelling; monitor and improve data quality and reporting accuracy.

Engagement:

- Partner with analysts and stakeholders to define needs and deliver solutions.
- Advise on data structures, definitions and BI best practice.
- Provide training and support to improve data literacy and adoption.
- Collaborate across Data & Analytics, IT and service teams to ensure alignment.

Governance:

- Apply data governance and security standards, including role-based access controls to manage Tableau Server content, user access, and permissions. Document Data products and Access control

WHAT I NEED:

Essential:

- Strong proficiency in T-SQL, database design, and performance tuning.
- Hands-on experience with Tableau Desktop and Tableau Server.
- Familiarity with ETL tools (e.g., SSIS).
- Strong foundational knowledge of data warehousing concepts and dimensional modelling across analytical, semantic, and reporting layers, and managing large datasets.
- Strong problem-solving abilities to analyse data needs.
- Excellent communication skills to convey technical concepts to non-technical stakeholders and collaborate effectively with team members
- Confident at managing complex stakeholder relationships, including with suppliers and technical partners.
- A passion for continuous improvement and innovation

Desirable:

- Experience developing Power BI semantic models and dashboards
- Power BI governance and multi-BI-tool experience.
- Microsoft Fabric, Azure or other cloud data platforms.
- Lakehouse architecture and real-time/streaming concepts.
- Python or scripting for data processing.
- Agile delivery and regulated environment experience.
- Data governance frameworks, GDPR and security best practice.

Skills\Knowledge