

Job Description

Title: Data Engineer

1. Role purpose

To work proactively as part of the PPL team, within the new Data and Analytics Team, to support the delivery of innovative and impactful analytics work for PPL clients, and to help develop PPL's internal capacity, and the capacity of client organisations, to use data to drive positive outcomes. The role will include:

- Supporting the delivery of significant analytics projects with public sector (e.g. NHS, local government) clients, providing enhanced support to PPL and client teams working with large and complex datasets.
- Supporting the delivery of internal projects aimed at automating and enhancing current analytics capabilities, including skills across the PPL team and the deployment of the latest data and analytics tools.
- Developing innovative ways to use analytics to help realise PPL's outcomes as a social enterprise, particularly in our work with third sector partners.
- Remaining up to date with certification, and reviewing and incorporating relevant new technological advancements in the sector as appropriate

2. Responsibilities & requirements

2.1 Technical data delivery

Support and enhance the delivery of projects by providing technical analytics capability and platform infrastructure to derive value and insight from different datasets. Key skills required are:

- Proficiency in SQL
- Experience in the design, build, and maintenance of data pipelines to extract, transform, and load (ETL) data from various sources into data warehouses.
- Experience in monitoring and optimising the performance of data pipelines and processes, identifying and resolving bottlenecks to ensure efficient data processing and retrieval.
- Ability to integrate data from multiple sources, including databases, APIs, and flat files for efficient data processing.
- Experience with big data and unstructured data technologies.
- Certification in appropriate cloud platform data applications:
 - Examples for Azure: Azure Synapse Analytics, Azure Data Factory, Azure Data Lake storage.
 - Examples for AWS: S3, Redshift, AWS Glue, EMR, Athena, Quicksight.
- Excellent analytical skills and a proven ability to think creatively to solve problems.
- Knowledge of NHS and local authority datasets is desirable (such as SUS, HES).
- Understanding of data privacy regulations, including GDPR.
- Ability to work independently and as part of a team.

2.2 Programme and project delivery

Support PPL teams to deliver assigned programmes and projects on time and on budget by:

- Working collaboratively to support the successful delivery of agreed programme and project plans by PPL and client teams.
- Defining and delivering clear data engineering work packages and deliverables.
- Taking responsibility for managing scope, quality, risks, issues, budgets and resources of data engineering work packages.
- Ensuring effective documentation and quality assurance of data engineering deliverables.

2.3 Business development

To support the development of PPL’s core business areas, particularly in the analytics space, by:

- Supporting development of PPL product and market offerings (e.g., creating case studies).
- Supporting new business opportunities through to contract award (e.g., devising data engineer methodologies for new potential projects).
- Maximising key client interactions to realise PPL’s objectives.

2.4 Resource Management

To support the deployment of PPL’s human and financial resources by:

- Supporting and developing analytics skills and capabilities of PPL staff, and supporting the implementation of new platforms and infrastructure to improve the quality and efficiency of project delivery across PPL.
- Ensuring compliance with agreed PPL policies and procedures.
- Supporting the realisation of PPL’s values on both an individual and organisational level .

3. Competencies

<p>A. Communication and Impact</p> <p>The ability to communicate openly, clearly, and confidently, in speaking, formal presentation and writing; adapting style to the audience, actively listening and responding with empathy to others; engaging and influencing both individuals and groups; all with the aim of developing and supporting agreed and commonly understood perspectives and outcomes.</p>	<p>Foundation</p> <ul style="list-style-type: none"> • Establishes good interpersonal relationships with immediate colleagues and contacts. • Produces high quality outputs which shape the technical direction of a project to meet project and business objectives. • Successfully advocates own perspectives, effectively influencing the direction and outcome of key business discussions.
<p>B. Leadership and Management</p> <p>The ability to establish and secure collective buy-in to a vision and strategy for an organisation or group; to take personal responsibility for effecting that vision; and, through a combination of personal and professional integrity, credibility and managerial skills, to support and develop others in enabling successful development and delivery.</p>	<p>Foundation</p> <ul style="list-style-type: none"> • Takes ownership of and establishes clear objectives for assigned areas of responsibility, based on overall strategic direction. • Proposes clear, evidence-based options for improvements that building on current processes and solutions, and secures colleague and customer buy-in to proposed changes. • Creates effective documentation which details both technical and functional specifications, and robust implementation plans. • Provides direction to and accepts direction from others, positively and collaboratively, supporting the understanding and realisation of collective goals. • Successfully manages delivery of assigned work packages, working as part of a team.

	<ul style="list-style-type: none"> • Takes personal responsibility for evaluating the successes and the lessons learned from assigned activities, proposing and leading on future improvements.
<p>C. Customer Focus</p> <p>The ability to understand, meet and exceed customer expectations; applying existing experience and structured approaches in a creative and flexible way; and through this delivering an excellent service and sustainable, value-adding outcomes aligned to the customer need.</p>	<p>Foundation</p> <ul style="list-style-type: none"> • Develops solutions which address specific customer requirements, identifying and managing associated risks and issues, and maximising impact. • Builds understanding of different market, financial and statutory drivers and how they relate to specific organisations in order to provide industry context to data project deliveries. • Adapts to the needs of customer organisations and individual clients, ensuring that PPL work supports, engages, and delivers effectively for the customer.
<p>D. Delivering Change</p> <p>The ability to understand and baseline the ways in which organisations work, developing comprehensive people, process and technology improvements, and successfully transitioning these into reality.</p>	<p>Foundation</p> <ul style="list-style-type: none"> • Produces technically efficient data solutions to support the broader project objectives. • Develops strong foundations in technical and core consulting skills and ability to work in multi-functional teams to design, build and manage data systems. This includes technical competency in programming languages, database management, big data technologies, ETL processes and cloud platforms. • Demonstrates a commitment to continuous learning, building practical experience, active engagement and fluency with the wider data/cloud technology ecosystem. This includes maintaining and enhancing cloud certifications and staying current on key cloud platforms as each updates its offer. • Experimentation with new methods and tools, engaging in industry forums, webinars and publications to keep skills current and understand the latest trends in data engineering relevant to the role.