

## Data Engineer

<b>Job Level</b>	Level 4	<b>Job Reference No:</b>	
		<b>Role review date:</b>	April 2024
<b>Directorate</b>	Marketing & Fundraising	<b>Function</b>	Data Platform & Engineering
<b>Service</b>	Data and Insight	<b>Reports to:</b>	Data Platform & Engineering Manager

### Scale and scope of role

<b>Direct reports</b>	None	<b>Indirect reports</b>	None
<b>Budgetary responsibility / accountability</b>	None	<b>Accountability for other resources</b>	N/A

### Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

### Our values and principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its **fundamental principles**: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

### Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want our team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

## Purpose of the role

This is a role in our newly created integrated marketing and fundraising directorate.

This role will help deliver our priority fundraising and marketing goals, including annual net income growth of £30m p.a. by 2030.

The Data Engineer implements the design to develop and deliver the databases, data processes, data products and services that make up the data platform. The role will develop a variety of solutions from smaller proof of concepts through to production ready data systems with a focus on business benefit realisation. These solution designs and architecture will make great quality, well understood data available to applications and people that can drive analytics and insights into the Marketing & Fundraising directorate.

## Main responsibilities

### Development and Operation

- Develop data pipelines and functionality using agreed standards with approved methods and tooling, and support our partners doing the same where development activities are outsourced,
- Apply frameworks and patterns to support and maintain software and services, ensuring they well-managed, monitored, maintained up-to-date, secure, performant, and available to users, and are supported by operational runbook,
- Capture and analyse user stories so that the user- and business-needs are well-understood, and our services have meaningful impact,
- Undertake triage and impact assessment of requirements to estimate timelines, resource needs, costs and dependencies,
- Create testing prototypes, to be used to gain early user feedback to test and iterate design decisions,
- Responsible for the management of source code, including the integrity, integration, and delivery of the source code.
- Works in a matrix with other functions key to successful deployment of solutions,
- Utilise and work within agreed demand and delivery processes, principals and standards,
- Create and manage appropriate solution artefacts,
- Design cost effective capabilities,
- Work with technology colleagues responsible for infrastructure and software to design and end-to-end solutions,
- Prioritise and manage time to deliver agreed tasks,
- Where appropriate, enable the de-commissioning of legacy data environments,
- Ensure that documentation evolves through the process.

## Data Platform

- Design, develop, and maintain robust data pipelines to ensure the efficient flow of data across various systems and platforms.
- Implement data models and schemas to support analytical and reporting needs.
- Build and maintain data warehouses, ensuring data quality, integrity, and security.
- Understands and can help teams apply a range of techniques for data profiling and source system analysis from a complex source. Able to bring multiple sources together in a conformed model for analysis,
- Ensure that technical skills are continually developed through networking with peers, online research, training courses and other forums,
- Keep the data dictionaries and data catalogue up to date and support training and understanding of terminology.

## Team Member

- Actively participates in all team meetings
- Supports other team members
- Work and behaves in accordance with all BRC policies and procedures
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamic).

## Pre- engagement checks

### Criminal Records

#### Type of criminal record checks required for this role

England and Wales - Disclosure and Baring Service Check (DBS)
> None
Scotland
> None
Northern Ireland
> None

### Drivers Checks

> Required No
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### Diversity

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Diversity is something we celebrate and we want you to be able to bring your authentic-self to the Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness

## Person Specification

		Requirement	Evidenced obtained through Shortlisting (S) Interview (I) or Assessment (A)		
<b>Knowledge and Skills</b>	Essential	<ul style="list-style-type: none"> <li>• Good understanding of database technology with specific use when storing and manipulating large datasets (hundreds of millions of transactions)</li> <li>• Good understanding and knowledge of general ETL/ELT principles and best practice</li> <li>• Understand industry recognised standard data models with a specific emphasis on the Kimball Dimensional Modeling approach</li> <li>• Good verbal and written communication skills with the ability to listen to the needs of technical and business stakeholders and interpret between them.</li> <li>• A practical understanding of ETL development that has been practically applied across a number of projects with varying complex requirements</li> <li>• Good SQL development skills</li> </ul>	S	I	
			S	I	A
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	Desirable	<ul style="list-style-type: none"> <li>• An understanding of cloud services (platform as a service, infrastructure as a service etc.) and how they can be utilised to support the organisation's reporting and analytical requirements</li> <li>• Evidence of relevant professional training or continuous professional development</li> <li>• Good understanding of database marketing techniques as applied to financial, supporter and organisational data</li> <li>• Good verbal and written communication skills with the ability to communicate technical information to a broad range of audiences</li> <li>• Demonstrable understanding of database technology with specific use when storing and manipulating large datasets (hundreds of millions of transactions)</li> </ul>	S	I	
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		<ul style="list-style-type: none"> <li>Understanding of an enterprise reporting tools e.g. PowerBI, Tableau would be an advantage</li> <li>Curious and excited by new ideas</li> </ul>		I	
<b>Experience</b>	Essential	<ul style="list-style-type: none"> <li>Proven experience of interpreting business requirements, then creating and implementing technical solutions and data briefs as a result</li> <li>Proven experience of managing projects effectively, using both waterfall and agile approaches</li> <li>Experience developing data pipelines using Azure Databricks, dbt or snowflake or similar tools</li> </ul>	S	I	
	Desirable	<ul style="list-style-type: none"> <li>Experience using and managing Databricks</li> <li>Experience developing reports using PowerBI or Tableau</li> <li>Experience with transactional CRM systems and applications</li> <li>Experience developing and deploying information solutions with Microsoft Azure</li> </ul>	S	I	A
<b>Additional requirements</b>	Essential	<ul style="list-style-type: none"> <li>Ensures inclusive practice, challenges discrimination and promotes diversity in line with our <b>Equality, Diversity and Inclusion (EDI) policy</b> Recognise and value the contribution of others, giving feedback and support</li> <li>Demonstrate flexibility and open mindedness</li> </ul>		I	
	Desirable				

### Values in Action

**Dynamic** - We move forward as one team.

- Every day, we're adapting, innovating and learning.
- When the unexpected happens, we are calm, quick and efficient.
- We respond smartly, using clear processes and systems.

**Compassionate** - We stand for kindness.

- People come first, no matter who or where they are.
- We have genuine, open-minded conversations.
- Together, we're a united force for good.

**Inclusive** - We are open to all.

- We treat each other with dignity and respect.

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| <ul style="list-style-type: none"><li>- Every person's uniqueness is valued, supported and celebrated.</li><li>- Our individual backgrounds and experiences make our organisation stronger.</li></ul> |  |  |
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**Courageous** - We are bold.

- We show our strength by doing the right thing.
- We aren't scared to test our creative ideas.
- As humanitarians, we go the extra mile to help people in crisis

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act) who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.