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| **ROLE Title:** | Senior Data Engineer | | **DAte:** | | February 2022 | |
| **GRADE:** | D/E | | **Business Unit:** | | **DIGITAL PRODUCT AND TECHNOLOGY** | |
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| **Role** | | **Need to Do** | | **Need To Know** | | **Need to Be** |
| Purpose:  Senior data engineers are an intrinsic part of the RAC delivering its technical vision through superb data engineering best practices. Senior data engineers are the embodiment of best practice, quality and agility within the data team and act as one of the most senior voices in our technology decision making.  Role Dimensions:   * One of the key technical practitioners within the data team. Instil best practice, practical estimations and great problem solving in your surrounding data teams. * Takes ownership in contributing to; and creating, technical designs, innovative solutions and practical recommendations to immediate teams and the rest of the technology function. * Proactive with seeking out alternative processes or functionality that would improve the RAC’s services/customer experience. * Help to ensure architecture and technologies are appropriate and relevant to RAC business needs * Play a key part in the wider RAC Technology data community, helping ensure good practice across all domains and adherence to principles. * Provide assistance and guidance to support operational matters. * Integral to the recruitment and onboarding process for new data engineers joining the team * Role requires a high level of technical expertise in most of the following: - MS BI Stack, Snowflake, DBT, Power BI, Azure Data Factory, Airflow alongside proficiency with the Azure Cloud Environment * Proven experience with taking a leadership role within the team is needed – but not necessarily line management. * Deep knowledge and understanding Agile working methodologies.   Role Dimension:  Non-Financial.  Reports to:  Engineering Manager  Relationships  Will work closely with the Engineering Managers, Director of Engineering, CPTO, domain specialists as well as the rest of the product engineering roles which make up the data team. Engaging with key data stakeholders around organisation. | | Outcomes:   * Develop high quality data solutions and ensures that solutions built by the data team have resilience in mind. * A key player in implementing the technical strategy to ensure our systems and architecture remain relevant and capable of meeting the demands of the business * Provide Knowledge management for the Data estate, including:   + Create and or maintain high level artefacts providing a clear view of the current and future data architecture   + Understand and drive improvements to the full delivery lifecycle * Keep up to date on emerging technologies ensuring any new tools adopted in the RAC are fit for purpose and commercially appropriate * Engineer in required technologies laying foundations of best practices for the wider data team to follow. Technologies including but not limited to: MS SQL, Snowflake, DBT, Airflow, Azure Data Factory, PowerBI * Passionate about rigorous testing of solutions built by the data engineers with a focus on automation. * Able to take a leadership role within the Data team, providing coaching and mentoring to all levels of seniority. * Able to influence interface with the business and make sense of complicated or incomplete requests * Able to influence to senior levels of the business on solutions preferred by the data team. * Provide accurate estimates for business initiatives at concept as well as challenging existing estimates to ensure we’re routinely delivering value * Able to take ownership of technical debt across the data ecosystem, ensuring legacy processes are well documented and plans for mitigation are prioritised accordingly. * Help to ensure you and the rest of the engineers within your immediate team are obsessed with quality and constantly drive to improve standards and working practices. * Lead by example with a positive attitude and ownership towards finding solutions to business problems. * Regularly provide constructive 360 feedback to others in the team | | * In depth knowledge of frameworks, tools and languages surrounding the RAC data ecosystem. * Ability to work with minimal supervision in a very dynamic and timeline sensitive work environment. * Ability to deeply understand technical issues that aren’t necessarily within your day-to-day stack. * Deep understanding of agile data development methodologies, values, and procedures. * Thorough understanding of best practice in the data engineering lifecycle. * Understanding of and a passion for automation * Must have strong stakeholder management, communication, organisation, and time management skills. * Ability to help coach the team to reach their highest potential. * Must be "self-motivated" as well as creative and efficient in proposing solutions to complex, time-critical problems. * Ability to deal with multiple projects and deadlines. * Strong analytical and problem-solving skills with a high attention to detail.   **Results Driven**  (Prioritising, Taking Initiative, Taking Ownership)  **Team Leadership**  (Mentoring Others, Demonstrating Teamwork, Influencing Others, Interacting with Others, Maintaining Composure, Motivating Others, Providing Direction and Leadership) | | **Capabilities/Strengths**  **Core competencies:**   |  |  |  | | --- | --- | --- | | 1 | Interpersonal & influencing skills. | 3 | | 2 | Judgment & Decision Making. | 4 | | 3 | Commercial Awareness. | 3 | | 4 | Leading Change. | 3 | | 5 | Achievement Drive. | 4 | | 6 | Customer Focus. | 4 |   7 Team Working 3  8 Continuous Improvement 3  **Values**  **Handle it Together:**  I care about our impact on others, and I do the right thing by acting with integrity and being fair.  I share ideas and work across functions to achieve the best results for the business.  I demonstrate the courage to positively challenge others.  **Exceptional Service:**  I keep the best interests of our Customers and Colleagues at the heart of everything I do.  I go the extra mile to enhance our customer's experience, both internally and externally – delivering excellent results and service, every time.  I understand the business strategy and make sure our work supports our goals.  **Raise the Bar:**  I'm driven and ambitious to be the best I can be and always look for ways to improve.  I challenge myself and others to do better every time and set stretching targets.  I never stop learning – actively seeking ideas and opinions from other people, learning from my mistakes, and sharing my learnings with other.  **Own It:**  I lead by example – I do what I say I will and take ownership of issues and solutions.  I'm trusted to be part of the solution and achieve the right outcomes for Customers and Colleagues.  I'm passionate and committed to making a positive difference. |