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| **Role title:** | Data Engineer | **Responsible to:** | Lead Data Warehouse Developer |
| **Division:** | Member Experience, Digital and Data  | **Department:** | Data & Analytics |
| **Direct Reports and Level:** | N/A | **Scope:** | Global – all products, all territories |
| **Scale:** | N/A PeopleN/A BudgetN/A income |
| **Regulated Function(s) Held:** | No |
| **Evaluation Level** | Implement 2 | **Role Family** | Group Corporate Functions  |

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| **Overall Role Purpose** |
| The Data Engineer will develop and construct data products and services and integrate them into systems and business processes. They will be responsible for analysing raw data to build and manage the datasets on our data platform to enable wider consumption of the data by the end users. They will play a key role to transform the data into models that can be used for analytics and reporting. They will also  |

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| **Accountabilities (RACI)** | **Measures of Success/KPIs** |
| **Operational*** Work with key stakeholders applying analytical thinking and problem solving to improve the delivery and governance of reporting, analytics and the quality of the data, required to inform business decisions and actions which results in a measurable improvement in business performance.
* Provide the link between data preparation and data analysis to support the MPS Data pillar
* Help automate manual data flows to enable scaling and repeatable use
* Build accessible data and patterns for use by other divisions to enable self-serve
* Support the delivery of the Data and Analytics strategy and contribute to the development and delivery of the MEDD strategy to plan, cost and quality
 | * Delivery of projects to plan
* Resolution of Incidents and Service Requests within SLA
* Department Plan delivery Vs Plan
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| **Financial** * Ensure that all spend is managed within organisation policy reporting on variance to budget to the MEDD leadership team
* Develop, maintain and continuously improve data and reporting processes to allow provision of required reporting to management and relevant committees.
 | * Operational budget Vs Plan
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| **Member*** Help provide key business understanding of data to various functions in the organisation that support our members
* Contribute to the overall Member experience with MPS ensuring systems are online and data is processed accurately and in a timely fashion.
* Seek opportunities to continuously improve ways of working and contribute to team, department and divisional continuous improvement projects aimed to drive operational efficiency and great member experiences and outcomes
* Provide robust challenge of emerging risk and issues arising from business activities which fail to deliver appropriate and consistent outcomes for members or are likely to have a material adverse effect on the Group, its operation or financial security.
 | * Net Promoter Score
* Member Satisfaction Survey
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| **People*** Take personal accountability for own training, competence, performance and engagement of self and colleagues ensuring clarity on own accountabilities and comply with all governance, policy standards and processes.
* Take an active role in promoting a more inclusive environment, which aligns with our commitment to celebrate and promote diversity.
* Engage at all levels to champion data led initiatives and promote a data aware culture
* Coach and mentor colleagues both within own team and other matrix teams and support learning interventions such as the Academy to maximise the potential of all colleagues and the quality of our service to members.
 | * Delivery of Personal Development Plan to plan
* One to one / performance review meetings Vs Plan
* Colleague feedback
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| **Risk*** Identify and report risks and issues identified within MEDDD and potentially across MPS to enable resolution and mitigation of potential impact on MPS, members and colleagues.
* Ensure that data from various sources are cognisant of the risks involved in data processing, including but not limited to, adherence to GDPR and other relevant compliance requirements
 | * Risk & Control Self- Assessments
* Audit Actions
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| **Responsibilities (RACI)** |
| * Embrace change management processes (projects or small change) and partner with the appropriate teams and business analysts to make business recommendations to assist in delivering reporting, insight, process improvements, or strategies that support MPS in delivering its vision, values, and purpose.
* Implement data flows to connect operational systems, data for analytics and business intelligence
* Document source-to-target mappings
* Re-engineer manual data flows to enable scaling and repeatable use
* Develop data services that are fit for purpose, resilient, scalable, and future proof, to meet user needs.
* Write ETL (extract, transform, load) scripts and code to ensure the ETL process performs optimally
* Produce data models and understand where to use different types.
* Work with the data services administrators to develop the data objects and data models to support data services in service-oriented data platform
* Collect and catalogue data and metadata that maintains value over time, is useful and findable to help make insight and analyses – a key strength of the data platform
* Optimise the code to ensure processes perform optimally
* Plan, design, manage, execute and report tests, using appropriate tools and techniques.
* Risks associated with deployment are adequately understood and documented.
* Undertake other duties and tasks that from time to time may be allocated to the role holder that are appropriate to the level or role.
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| **Key Governance Responsibilities** |
| * None although may attend governance committees as required
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| **Leadership Framework Competencies** | **Level** |
| Fresh Thinking | Leading Self |
| Building Capability in Self and Others | Leading Self |
| Influencing Others | Leading Self |
| Collaborating for Results | Leading Self |
| Leading Self and Others | Leading Self |
| Commercial and Risk Thinking  | Leading Self |

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|  | **Knowledge and Qualifications** | **Skills** | **Experience** |
| **Essential** | * Knowledge of industry-recognised data modelling patterns and standards.
 | * Microsoft Azure Experience using Azure Data Factory, Azure SQL DB, Data Lake Gen 2, Synapse (desirable) and any other data modelling tools
* Experience in using Azure Dev Ops with Git Repository
* Expert level knowledge of MS SQL Server (writing queries, stored procedures, performance tuning, etc.), ETL design, processes, strategy and architecture
* Ability to utilise strong data management or data standards concepts for efficient data mapping and curation
* Excellent verbal and written communication skills, to include demonstrable past experience of requiring interaction with Analysts or Business users
* Keen analytical, project management and problem-solving skills
* Ability to construct queries using SQL
* Ability to support change through the effective management and positioning of a theory or concept
 | * Experience in a data engineer role as part of data platform
* Experience in modelling, structured, semi-structured and non-structured data
* Experience in development and maintenance of data dictionaries and catalogues
* Demonstrate an understanding of how to expose data from systems (for example, through APIs), link data from multiple systems and deliver streaming services.
* Understanding of different tools and compare different data models.
* Experience of reverse engineering data models from live systems.
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| **Desirable** | * Knowledge of general insurance market
 | * Working knowledge of NoSQL, Python or R
* Ability to quickly assimilate knowledge from outside own area of expertise
* Is pragmatic, able to balance business needs with the needs of security and data protection
 | * Previous experience working in a Financial Services and/or regulated environment
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