

POSITION DESCRIPTION

Lead Data Engineer

Purpose of Position: As a member of the IS team, Lead Data Engineer is key in providing Business Intelligence services and solutions to support Gallagher Group. This includes contributing to the project implementation of technology related solutions to enhance business performance and business insights support for the group.

Lead Data Engineer possesses the ability to design, develop, maintain and enhance the way data is acquired, processed, stored and consumed within the group for the purposes of data analysis and advanced analytics. The Data Engineer is also responsible (in conjunction with the wider team) for further implementing the Analytics & Insights function within the Information Services Team.

ROLE SPECIFICATIONS

Reports to:	Analytics & Insights Manager
Department:	Information Services (IS)
Key Relationships:	Internal: Analysts, Architects, Data Scientists, Developers, Project Managers, Business Process Owners, Subject Matter Experts. External: Analytics support partners, SAP and Microsoft.
Travel:	N/A
Customer Engagement:	N/A
Budget Responsibility:	Nil
Direct Reports:	1-2

KEY POSITION RESPONSIBILITIES

Key Accountability	Outcomes/ Expectations
Build and maintain data flow pipelines	<ul style="list-style-type: none"> • Analyse data sources, develop significant/complex data pipelines that can be consumed and re-used in a self-service capacity across the group. • Complete data cleansing and normalisation tasks to produce complete datasets ready for consumption in reporting and/or advanced analytics tools. • Provide troubleshooting support on data platform related problems in a timely and accurate manner. • Provide technical guidance to the wider teams in order to help design data solutions and automate manual processes.
Monitor and administer the existing data storage solutions	<ul style="list-style-type: none"> • Monitor and administer the Azure environment for BI and associated resources such as the Data Factory, Data Lake, Database, Blob Storage, and Databricks. • Identify and remove redundancies in the platform, and optimise the usage of required resources within the platform. • Continuously develop proficiency with evolving data management requirements e.g. unstructured data, real-time event driven data, IoT etc. • Support the scalability of our data architecture and related processes to drive

Key Accountability	Outcomes/ Expectations
	<p>business and process efficiency. Administer access to data in the platform via the data catalog tool.</p>
<p>Maintain consistent data quality</p>	<ul style="list-style-type: none"> • Further organisational capabilities in data literacy and support the growing BI maturity of the wider group. • Ensure BI environment considers and implements best practice for data security and privacy. • Support the governance of data and analytics across the group.
<p>General</p>	<ul style="list-style-type: none"> • Support and contribute to supply activities (service requests, incidents, small improvements). • Active participant in Continuous Improvement process and activities. • Active participant in Five Dysfunctions of a Team journey.
<p>Self-development</p>	<ul style="list-style-type: none"> • Continuously maintain and update skills and undertake training as new methods and productivity tools become available. • Implement and maintain PEP principles.
<p>Personal skills</p>	<ul style="list-style-type: none"> • Methodical approach to data engineering activities. • Excellent attention to detail and accuracy. • Excellent written and oral communication skills. • Strong organisational, analytical, and problem-solving skills. • High level of integrity and trust. • Organisational agility with the ability to interface effectively with all levels of employees/management. • Skilled in establishing peer relationships and team-oriented interpersonal skills. • Culturally aware. • Excellent customer service skills. • Proven team player. • Ability to stay focused on the task at hand, ensuring that timelines are met and operations are not adversely impacted. • Communicate effectively and with clarity with customers and co-workers. • High degree of professionalism.

Including any other duties not specified that may be required to complete the role, and as requested by the Reporting Manager.

PERSON SPECIFICATIONS

Qualifications Required:

- Post-graduate degree in Data Analytics, Statistics, Computer Science or equivalent.

Experience Required:

- Experience with data engineering activities working in a cloud environment, preferably Azure
- Experience with CI/CD using DevOps, data modelling and data integration pipeline implementation
- Experience working to clarify requirements and pursuing the completion of projects
- 4+ years experience using the following or equivalent technologies: Databricks, Python, SQL, Data processing in Azure SQL database & data lake, SQL Server, and Azure DevOps.

Knowledge/Skills/Abilities Required:

- Excellent attention to detail, accuracy, communication (written and oral) and interpersonal skills
- Understanding of Azure cloud computing system and BI architecture
- Understanding of business processes (e.g. logistics, financial, sales, service or marketing)
- Proven ability to work creatively and analytically in a problem-solving environment
- In-depth knowledge of databases and SQL
- In-depth technical knowledge in data engineering practices from architecture to deployment, covering data processing using Databricks and SQL and visualizing data in Power BI.

Knowledge/Skills/Abilities Desirable:

- Understanding of design thinking or other innovation frameworks
- Understanding of, or experience working in an Agile environment

ORGANISATIONAL STRUCTURE

CEO & Executive Director
Chief Information Officer
Modern Workplace and Analytics Manager
Lead Data Engineer

Protect what matters most.

Our purpose and our values apply to our extended Gallagher family including our employees, customers, partners and community.

