POSITION DESCRIPTION

Position Title: Senior Data Engineer	**Direct Manager:** Modern Workplace Service Manager

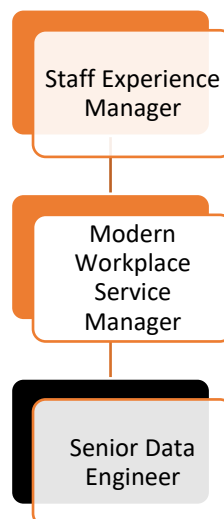|		
Budget Responsibility: Nil	**Direct Reports:** Nil	**Indirect Reports:**

WHAT YOU'RE HERE TO ACHIEVE

Key purpose:

As a member of the Information Services (IS) team, the Senior Data Engineer is key in supporting Business Intelligence services and solutions for the Gallagher Group. This includes contributing to the continuous improvement of technology related solutions to enhance business performance and business insights. They are responsible for designing, developing, testing, and maintaining data pipelines and platforms that support the business needs and objectives.

The Data Engineer possesses the ability to support how data is acquired, processed, stored and consumed for the purposes of analysis and reporting.

WHERE YOU'LL FIT IN #TEAMGALLAGHER

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┌─────────────────┐
│ Staff Experience│
│    Manager      │
└────────┬────────┘
         │
┌────────┴────────┐
│     Modern      │
│   Workplace     │
│    Service      │
│    Manager      │
└────────┬────────┘
         │
┌────────┴────────┐
│  Senior Data    │
│    Engineer     │
└─────────────────┘
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WHO YOU'LL BE WORKING WITH

INTERNAL RELATIONSHIPS	EXTERNAL RELATIONSHIPS
Insights Analysts Project Managers Business Process Owners Subject Matter Experts	Support Partners

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Business Analysts Service Desk Analysts	

WHAT YOU'LL BE DOING

Key Accountability	Outcomes/ Expectations
Data Engineering	• Operates and maintains existing data engineering solutions. • Leads development of new data engineering solutions. • Monitors and administers the ELT data environment for BI and Analytics including data governance, performance and issues. • Leads continuous improvements in data engineering processes and solutions. • Mentors the data engineering team. • Optimises performance, scalability and usability of existing BI models, engineering processes, and supporting technologies.
Analytics Engineering	• Develops high quality dimensional data models to answer business questions. • Understands and applies good data modelling practices in dbt Core and Databricks environment. • Strong analytical mindset with the ability to understand and translate business requirements into data models that drive actionable insights. • Leading continuous improvements in analytics engineering processes and solutions. • Mentor of analytics engineering.
DevOps	• Operates and maintains existing Azure Data Factory, Databricks and dbt CICD solutions. • Leading continuous improvements in CICD processes and solutions. • Mentor of CICD.
BI Support	• Understands and follows existing Power BI development and deployment processes. • Works collaboratively with Insights Analysts on maintaining and developing Power BI reports. • Contributes to the administration of the Power BI platforms. • identifies future opportunities for advancing BI technologies and engineering practices internally, exploring relevant innovations and industry trends.
Business Analysis	• Engages with business stakeholders to understand and document business questions. • Engages with business and source system SMEs to understand and document relevant source system data and necessary business logic.

Mentoring and Leadership	• Mentor and guide team members, providing constructive feedback to support their journey in becoming proficient data engineers. • Actively participate in technical reviews and discussions, giving and receiving feedback to foster a culture of trust, accountability, and continuous improvement. • Identify and bridge knowledge and skill gaps through hands-on coaching, knowledge-sharing sessions, and by promoting best practices. • Champion a collaborative environment, reinforcing a culture of trust and openness to encourage growth and innovation. • Lead by example in technical excellence, embodying and promoting the IS Digital Services standards and culture through high-quality work and proactive knowledge sharing.

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

HOW YOU'LL BE DOING IT

Qualifications and / or Experience:
- Relevant bachelor's degree or higher in Statistics, Mathematics, Computer Science as well as 5+ years proven industry experience.
- Databricks Data certificate, preferably Engineering Professional level.
- Demonstrated record in business analysis and project delivery.
- Proven experience in Azure Data Factory.
- Proven experience in deploying dimensional data models, Azure DevOps pipelines and API data extraction solutions.
- Proven experience in languages such as Python, SQL, PySpark, as well as knowledge of markup languages such as YAML and JSON for configuration and data interchange.
- Proven experience with Azure storage accounts.
- Proven experience in managing CI/CD Pipeline using scripting tools.
- Advantage if you have experience in the following domains:
  - dbt, preferably in dbt Core
  - Working with ERP data, preferably SAP
  - Integrating SharePoint lists and document libraries into data solutions
  - Working with Azure Key Vault
  - Using Azure Logic Apps for automated workflows
  - Managing Azure virtual machines (VMs) and Azure Virtual Networks (VNets)
  - Working with Microsoft Entra ID for identity management
  - Proficiency in scripting and automation tools, enabling efficient data workflows, process automation, and systems integration

Skills / Competencies:
- Excellent attention to detail, accuracy, communication (written and oral) and interpersonal skills

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- Strong organisational, analytical, and problem-solving skills.
- Proven ability to work creatively and analytically in a problem-solving environment.
- High level of integrity and trust.

Protect what matters most.

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

We are creative problem-solvers
Our rich pioneering history inspires us to think differently.

We build lasting relationships
We treat everyone with integrity, and value relationships that inspire and empower us.

We trust one another
We build this through consistency, compassion, excellence and honest communication.

We respect all voices
We harness the power of different backgrounds and experiences to create exceptional outcomes.

We help each other to grow
Our curiosity and thirst for learning helps us reach lofty heights.

We're committed to a better tomorrow
Our practices, behaviours and processes are good for us all and for our planet.

We share knowledge freely
We're a global community that sees collaborative information flow as a super power.

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