

Job Description

JOB TITLE:	Lead Data Engineer
DEPARTMENT:	COO, IT, Data Engineering
JOB HOLDER:	
REPORTS TO:	Head of Data Engineering

Purpose of the Job:

The Lead Data Engineer will be responsible for leading a team of developers and data engineers that build and deliver the components of an effective Azure Data Lake platform; leveraging Delta Lake for data storage, utilising Azure Data Factory for data integration, Databricks for data transformation and PowerBI for end-user data analytics and reporting. This role will play a critical part in the architectural design and implementation of these elements - capable of meeting a wide range of financial and underwriting reporting/analytics needs. This role will encompass a mix of hands-on technical leadership, team management, strategy development, and stakeholder relations; supporting Brit to continue its journey to develop its data platform on next-generation technology.

The Lead Data Engineer will;

- Lead a newly established data engineering through both day-to-day data management (BAU) activities and strategic development projects; defining and orchestrating tasks and deliverables in support of the project/scrum master
- Design, develop, and hold accountability for core data engineering services, encompassing the end-to-end data lifecycle journey from ingestion through to end user reporting
- Act as a senior custodian of the Brit Data Platform; administering CICD pipelines, completing peer/code reviews, ensuring the integrity of Brit data, and holding accountability for access and security permissions
- Design and develop ETL/ELT processes, data lake storage architecture, data warehouse, data marts, cubes, reports and dashboards; in-line with the company data management framework and enterprise data strategy
- Design and develop models and databases both relational and dimensional to support reporting requirements
- Create reporting solutions in line with standards, architectural principles and practices
- Assess change impact assessment on live systems and processes
- Work in an agile, proactive manner; delivering high quality solutions in agreed timescales
- Mentor and support junior data engineers/developers in the team

Principal Accountabilities:

- Operate as a senior custodian of the Brit Data Platform, with performance, security, and data integrity at the forefront of all decisions, ensure that adequate steps are taken to protect data and the Brit data platform
- Work in collaboration with Data Architects and act as a Senior contributor on the design, build, and management of the Brit Data Platform; taking direct ownership of data engineering activities and responsibilities and ensure that all new data requirements are met using the most appropriate architecture components and engineering practices
- Team leadership of both senior and general data engineers and BI developers
- Take ownership of incidents and define remediation plans, with the support of the wider team, to ensure production issues are resolved in line with Brit's expected RTO
- Follow and enforce SDLC best practices, coding standards and design principles covering all aspects of data lifecycle management and BI/MI solutions
- Assess business requirements and build data solutions to meet business needs
- Assist in developing Brit-specific data management framework policies, processes, and standards
- Stay abreast of technology trends, state-of-the-art platforms, data engineering techniques/standards and industry trends to provide input on Brit's strategic roadmap
- Ensure Brit maintains a low technical debt & identify area(s) for automation and continuous improvement
- Develop Proof of Concepts to prove that business requirements can be met by technical solutions.

Education, Qualifications, Knowledge, Skills and Experience:

Required Skills & Knowledge

- Solid hands-on experience with Azure Data Lake (incl. Blob Storage, Delta) Azure Data Factory and Databricks
- Proven experience of SQL/Azure SQL data warehousing
- Proven experience of data engineering activities such as release management, environment controls, CICD pipeline orchestration
- Experience working with Python and Spark
- Proven ability of Microsoft BI software development including database / reporting development, full development cycle
- Strong data modelling, problem solving, information analysis, attention to detail, flexibility of approach
- The ability to deal directly with business functions and interpret their thoughts into successful data & analytics solutions
- The ability to design and develop complex BI/MI solutions in line with agreed architectural principles and toolsets.
- Capable of working closely with the business and delivering complex requirements to tight timescales.
- Strong interest in latest data engineering technologies, best practises, techniques and trends in the data industry

Highly Desirable Skills and Knowledge

- Knowledge of London market insurance
- Extensive experience in the design and build of data warehouse/data lake
- Experience of Synapse
- Experience working with financial systems and business processes
- Experience of Infrastructure-as-Code e.g. Terraforms
- Agile development techniques (SCRUM, Kanban etc)

Required Toolsets

- Azure Data Lake Storage, Analysis Services (Multidimensional/Tabular), Power BI, Azure Data Factory, Azure Databricks, PySpark
- Microsoft SQL Server or Azure SQL DB
- Kimball data modelling

Highly Desirable Toolsets

- Python, MDX, DAX
- API, Connectors

Required Qualifications

Degree Level or above (Science, Maths, Computing, Engineering or related subject preferred)

Regulatory Conduct Rules

1. Act with integrity.
2. Act with due skill, care and diligence.
3. Be open and co-operative with Lloyd's, the FCA, the PRA, and other regulators.
4. Pay due regard to the interests of customers and treat them fairly.
5. Observe proper standards of market conduct.