

Recruitment person specification

Post being recruited for: Data Engineer

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	• Experience demonstrating proficiency as a Data Engineer or similar role, delivering data products and services such as data modelling, data schemas, warehouses and/or lakes, in particular using MS Fabric • Experience demonstrating proficiency working with multiple, complex data sets • Experience demonstrating proficiency and able to give examples of successful, hands-on implementation of ETL processes and delivery of data pipelines into various data management architecture. • Proficient working with data classification and standards	• Experience in using Agile project management methodologies • Experience of working in data in the public sector
Knowledge, skills and understanding	• Demonstrating detailed skills in cleaning, integrating and scaling data sets and pipelines, fixing problems in data sets • Proficiency in programming languages such as Python, Java, used for scripting and automation • Proficient in modelling data in a range of ways • Proficiency in using query languages such as SQL, • Detailed and applied knowledge of modern data engineering tools, technologies and practices • Good working knowledge with data governance principles, data privacy regulations (e.g., GDPR)	• A working knowledge of challenges within the public sector.
Qualifications and training	• Degree in Computer Science, Information Systems, or a related field. or a combination of education and relevant experience • Programming querying languages e.g. SQL, R, Python, Java, • Data modelling, ETL data pipeline tools, e.g. Apache Spark, • Data Visualisation tools	• <i>Microsoft Fabric qualifications</i>

Job specific requirements

- Excellent communication skills, able to engage people at all levels of an organisation, in an inclusive and professional manner. Builds and maintains excellent working relationships with a wide range of people, gaining credibility at all levels, including partners and suppliers.
- Continuously solves problems and innovates, seeking out and implementing improvement, solving problems, instigating and responding positively and supportively to all opportunities to improve.

