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| **Job Title & ID No: Lead Data Engineer 4419** | |
| **Hiring Manager:**  Flora Chen | **People & Development Advisor taking the brief:**  Sangita & Hania |
| **Location of the role:** *Any travel requirements? What is the WFH model if applicable?**How many days in office/home?*  London – once a month and HH one or twice a week. Start date for this role is **July 2025** | |
| **Reason for vacancy** (*New/Replacement-Leaver)*:  New role  *If replacement, Do you know why the person is leaving?* | |
| **Confirm if internal only or internal & external?**  Both | |
| **Talk me through the structure of your team and who will this role reports into? Does the post holder have any direct reports?**  Flora Chen will line manager | |
| **Job Description** What exactly does the job entail? *(Keep asking what else)* What will they be doing in a typical day? What is the most important element of the role? What other areas of the business will they be working with?  The role will be working with all areas of the business, leading the development of data pipelines across NHS Professionals (NHSP). Must have extensive experience architecting enterprise data solutions on Azure cloud platform and SSIS. You can demonstrate deep expertise in designing and implementing ETL pipelines using Azure services (Synapse Analytics, Data Factory, Databricks and SQL Database) and SSIS package development, while having a proven track record of leading teams, migrating legacy systems to cloud, implementing data governance, and optimizing costs. Must have high proficiency in SQL, Python, Spark, and SSIS scripting, along with 6+ years of hands-on data engineering experience. Key responsibilities include architecting Azure-based data solutions, optimizing ETL processes, leading platform modernization initiatives, establishing data governance standards, managing cloud infrastructure costs, and mentoring junior engineers. The role demands strong leadership skills to drive best practices in data modelling, CI/CD implementation, and collaboration with stakeholders on technical requirements. In this role, you'll regularly interact with senior leadership, requiring both deep technical knowledge and polished communication skills. Must have the ability to translate complex technical challenges into clear, accessible explanations will be crucial for effective decision-making and stakeholder alignment. | |
| **What are the most important things (MIT) you need to see on the CV?** (Computer packages, skill base, education, non-job hopper etc) Or dealbreakers?  MIT 1:Same a data Engineer must have some certifications data architecture design solution and implement them  MIT 2: high proficiency in SQL, Python, Spark, and SSIS scripting, along with 6+ years of hands-on data engineering experience  MIT 3: good knowledge to have, Salesforce, Power BI  MIT 4: Must have the ability to translate complex technical challenges into clear, accessible explanations will be crucial for effective decision-making and stakeholder alignment. | |
| **What skills does the candidate need to have?**  MIT 2: data architecture design solution and implement them | |
| **Previous experience & personality profile:**  Strong team player people management experience as the role demands strong leadership skills to drive best practices in data modelling, CI/CD implementation, and collaboration with stakeholders on technical requirements. In this role, you'll regularly interact with senior leadership, requiring both deep technical knowledge and polished communication skills | |
| **Are you expecting any internal applicants to apply?** *Your own team or anywhere in the business?*  Nobut has some contacts | |
| **What Office Systems will be used? Any specific systems/software that the candidate needs to know how to use?**  Not compulsory but it would be useful to have Power BI must have technical authority design solutions bring stuff to life strong python SQL good problem solving skills and unpack issue and find a solutions | |
| **Additional requirements?** *Ie. Car, Travel for work, license?* | |
| **What training will be given?**  On the job | |
| **Inform of salary level & advertising salary? Inc a***ny bonus/car allowance?* | **Working pattern?** *Hours/Days of work* |
| **When would you like the candidate to start?**  July 2025 | |
| **Does anyone else need access to the CV’s?** | |
| **Interview date/Interview Panel:**  Flora and Dean Field | |
| **How many stages of interview?**  2 stages | |
| **Any additional interview assessments?**  *Thomas International, Saville, Presentation, Elevator Pitch, In- house Assessment* | |
| **Any other notes:** | |