THE PERSON

Senior Data Engineer

Criteria	Method of Assessment
Qualifications/courses	
2:1 BSc or above (or equivalent) in a statistical subject	Application
Professional data analytics qualification	Application
Agile project management – Qualification or formal training	Application
Essential	
Previous experience with line management in a data setting or leading on data projects with evidence	Application and Interview
Expert proficiency in working with complex data, analysing data, presenting findings to decision makers.	Application and Interview
Expert proficiency analysis programming languages: DAX, SQL, VBA, PySpark, Python, R ideally including experience with using them on cloud based systems that follows best practises for legibility	Test
Advanced proficiency in creating stable, reusable and customer focussed data assets	
Advanced proficiency with data lakehouse architectures, either on premises or cloud based (preferably Azure Synapse Analytics or Databricks) specifically with the medallion architecture (Gold/Silver/Bronze)	Application and Interview
Experience overseeing data quality measures	
Expert proficiency with talking to executive leaders and directors to establish strategic goals and priorities	Test
Advanced proficiency implementing organisational vision through data	
Expert proficiency in attention to detail and reconciling data	Application and Interview
Proven ability to show your working, including best practises for code and project documentation, specifically for data science and data engineering	Test
Experience with working in a modern data engineering and/or data science team	
Advanced proficiency in coaching team members in technical and business situations	Application and Interview
Advanced proficiency level of interpersonal and negotiation skills, able to communicate with executives/directors to build constructive relationships.	
Theoretical and practical understanding of predictive modelling using GUI or open source code solutions	Application and Interview
Proven experience with learning new systems	Application and Interview

Ability to design, implement and use relational databases in SQL or equivalent	Test
Desirable	
Experience using Azure DevOps, preferably with Azure Synapse Analytics.	Application and interview
Advanced proficiency with extracting data from APIs	Application and Interview
Advanced proficiency with leveraging medallion architecture for data science methodology	Application and Interview
Expert proficiency in written, verbal and presentation skills including the ability to produce and share information.	Test
Manage team members workloads, ensure volume and priority is balanced, supporting streamlining processes when required	Application / Interview
Have intermediate proficiency using data science techniques and algorithms in R or Python	Application / Interview
Experience with horizon scanning, looking at new technology to contribute ideas and innovative solutions to improve service delivery.	Application / Interview
Advanced proficiency in change management and process optimisation	
Project management skills including Agile techniques	
Expert proficiency in organisation skills and the ability to manage a varied workload with competing deadlines.	Application / Interview
Ability to provide a sensitive, diplomatic and confidential service	Application and Interview
Highly motivated and enthusiastic self-starter able to work individually or as part of a team	Application / Interview
Willingness to work flexibly, accommodate for team flexibility	Application / Interview
Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults.	Application
Contribute to a positive working environment ensuring commitment to equality and diversity.	Application
Knowledge/ interest in the broader activities of the Fire & Rescue Service	Application