Data Engineer

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| **Budget:** | 0 | **Function:**  | Data & AI Team |
| **Line Manager:** | Data Architect | **Direct Reports:**  | 0 |
| **Our Vision** |
| Improving access to healthcare for all in the UK to:* Lead your best life
* Prevent you from getting a disease you’re at risk of
* Access the best in care (digital where possible, physical where necessary)
* Manage your long-term condition
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| **Your Role** |
| At Simplyhealth, data is at the heart of how we understand our customers and deliver exceptional experiences. As a Data Engineer, you will play a key role in bringing Simplyhealth’s data-driven strategy to life.We have built a scalable, reliable, and secure cloud data platform in Microsoft Azure and are on an exciting journey to further enhance our data capabilities. Your work will be instrumental in ingesting, transforming, and surfacing data to empower business decisions and drive better customer outcomes.As part of the Data Engineering Team, you will:* Become a subject matter expert in your data domain.
* Design, develop, implement and optimise data products to meet business needs.
* Work with multiple data sources, ensuring seamless ingestion and transformation.
* Design and implement Star Schema data models.
* Leverage modern cloud data technologies and tools in Azure.

You thrive in a dynamic environment, continuously seeking efficiencies and embracing new technologies. As a trusted expert, you will champion best practices, helping Simplyhealth make the most of its data. |
| **Your Responsibilities & Accountabilities:** |
| As a Data Engineer, you will:* Design, build, and support scalable and reliable data solutions.
* Document architecture, process flows, and key decisions.
* Model and structure data using best practices in data warehousing and reporting.
* Analyse and understand data structures in existing and new systems.
* Communicate complex concepts in both technical and non-technical terms to ensure clarity for all stakeholders.
* Take technical ownership of a workstream, becoming a Subject Matter Expert (SME) in a data domain.
* Deploy, maintain, and enhance data solutions across environments.
* Continuously improve the data platform and products delivered to end users.
* Evaluate and interpret data, drawing actionable insights from analysis.
* Optimise performance, including tuning code and conducting peer reviews to uphold best practices.
* Prioritise effectively within development cycles and fast-paced timelines.
* Collaborate closely with platform and data teams to drive innovation.
* Stay engaged with emerging data trends and technologies.
* Explore alternative approaches to traditional data warehousing techniques.
* Keep up to date with the latest Azure services and advancements.
* Research and prototype new tools to enhance efficiency and innovation.
* Engage effectively with stakeholders across all levels, demonstrating strong communication and interpersonal skills.
* Ensure compliance with company policies, GDPR, and data governance best practices, treating data as a critical asset.
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| **Key Connections:**  |
| 1. Your multi-disciplinary data squad teammates
2. The wider Data Team
3. Internal business stakeholders
4. Members of the Technology Department
5. Third party technology partners
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| **Key Experience:** |
| * Strong Data Engineering experience writing data pipelines & integrations in Azure (SQL, Python, Azure Data Factory, Microsoft Fabric)
* Development and implementation of data warehouse and lakehouse architectures in Azure (Synapse, ADLS, OneLake, Fabric Warehouse & Lakehouse)
* Kimball star schema modelling, design and implementation
* Querying structured data in both RDBMS and Warehouse databases (eg: Azure Synapse – Serverless & Dedicated SQL Pools, SQL Server, PostgreSQL)
* Knowledge of querying semi-structured and unstructured data (eg: Azure Cosmos DB, APIs)
* Experience with designing and delivering efficient ETL / ELT / ingestion processes (eg: Azure Data Factory, Fabric Dataflows / Shortcuts / Mirroring etc)
* Developing methods of sharing data via dashboards and reports with data visualisation tools, or via flat files (eg: Power BI, SSRS, Azure Data Share etc)
* Understanding of Azure data platform capabilities, including performance tuning, security, scalability, monitoring
* An understanding of infrastructure as code (eg: Bicep, Terraform)
* Knowledge of file formats and their utilisation (eg: XML, JSON, CSV, YAML, Parquet)
* Experience with source control and branching and merging strategies (eg: Azure DevOps, Git etc)
* Experience working within Agile methodologies (Kanban)
* Great numerical and analytical skills
* Excellent verbal and written communication skills
* Self-motivated, proactive, and methodical with excellent attention to detail
* Researching and learning new tools and technologies in the data space through self-learning and formal training
* Knowledge of relevant data protection legislation and data security
* Microsoft Certification desirable
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| **Our Values** |
| Health and access to healthcare have never been more important. With this comes endless exciting possibilities for innovation and growth. The market is evolving quickly, so we need to ensure our customers have access to the leading-edge health solutions they expect and deserve, now and for generations to come. **We’re living in extraordinary times…**By reinventing ourselves, we will reach more customers, giving them increased access to affordable healthcare and unlocking our growth potential. This next chapter is about transformational change for us.**This is our time to survive, drive and thrive…**This is our chance to get ahead and stay ahead. We will ensure our commercial success by moving into new areas of healthcare, and leading with preventative, breakthrough solutions. We will use innovative digital tools, embracing technology to create new partnerships and opportunities. We are passionate about helping every generation lead better lives and get the care they need in real time. To make this a reality, we need to challenge our ways of working, whilst keeping the customer at the heart of everything we do. To *really* make a difference, it’ll take every single one of us across Simplyhealth to step up. **Our cultural movement...**To act with **courage and curiosity**, so we can unlock the opportunities to help customers, colleagues and communities. To operate with **trust and kindness**, working alongside customers, delivering what they need to live their best lives, as well as supporting colleagues as they strive to be their best. Spotlight our passion for **All together healthier**, focusing on self-care and nurturing relationships. We must ensure we are a strong team - one that’s able to build healthier lives for all. We each have an important role to play in this next chapter. Everyone has the freedom to innovate and make a difference for our customers. We need to act at pace and take on newer, braver, creative approaches. We shouldn’t be afraid to fail fast and learn quickly. By being curious and continually pushing ourselves and each other, we will find new and better ways. |
| **Our Behaviours** |
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| Courage and Curiosity | Trust and Kindness | All Together Healthier |
| ***So we deliver profits for a purpose*** | ***Because our customers, colleagues and communities are at the heart of what we do*** | ***Enabling better health outcomes together*** |
| * We make bold decisions and take considered risks, with customer and commerciality front of mind.
* We make things happen and keep things simple.
* We always take the initiative and hold ourselves accountable for the delivery of great results.
* We ask questions and listen intently as every viewpoint and capability counts, and we have the courage to be honest and say what we think.
 | * We invest in relationships to build trust and rapport.
* We listen carefully always trying to find ways to add value.
* We treat each other with care, compassion and kindness, celebrating and embracing differences.
* We strive to make a difference in society, unlocking opportunities for those in need.
 | * We help every generation take control of their health.
* We start with self-care so we can show up at our best, every day.
* We are full of energy and pride in what we do. We focus on self-development to learn and grow, so we can stay up to date and add value.
* We innovate and collaborate on our best ideas. Together, we can drive the changes that are needed to help our business grow, and help our customers live their best lives.
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| * **We have a ‘smart working’ policy with flexible remote working. However, there may be a requirement to attend meetings at our Hampshire head office in line with government guidelines.**
* Some UK travel & overnight stays.
* Reasonable role and task flexibility expected given the seniority of the role.
* May be required to lead other business activities or projects in other parts of the Simplyhealth Group.
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