BaptistCare

Position:	**Lead Data Engineer**
Division:	Business Technology Solutions
Reports to:	Data & Analytics (D&A) Manager
Band:	7B

We all want to be part of something bigger than ourselves.
And with us, you can be part of an organisation that truly makes a difference. Here's how.

YOUR ROLE | Lead Data Engineer

A Lead Data Engineer is a senior position responsible for spearheading the design, development, and implementation of data architecture in alignment with BaptistCare's Data and Analytics (D&A) Strategy. In this role, you will collaborate with diverse stakeholders, including the D&A team, technology teams, Azure specialists, and business representatives. Your primary focus will be to deliver and implement detailed designs, uphold data engineering standards, and develop comprehensive plans. Additionally, you will produce business-aligned data assets, mentor and guide fellow data engineers, and ensure the quality and consistency of data solutions.

YOUR TEAM | Business Technology Solutions

Business Technology Solutions (BTS) empowers the business by delivering innovation, transformational projects, advanced analytics, and seamless technology operations. Data plays a pivotal role in realising our Vision, enhancing the quality of care, elevating client satisfaction, and driving organisational growth.

OUR SHARED VALUES

BaptistCare's Shared Values have been chosen to reflect both what we as an organisation value, and what our customers have said is important to them. We all have customers and how we value each other ultimately shapes the holistic experience of all our customers.

LOVE   **RESPECT**   **RELIABILITY**   **EMPOWERMENT**

LOVE
- Be interested and curious, ask questions and listen well
- Be patient and take the time to build relationships
- Demonstrate kindness in each interaction

RESPECT
- Pay attention to the small things that matter and give your full attention
- Be friendly and positive in your tone, smile and greet people warmly
- Recognise and compliment people for their efforts

RELIABILITY
- Follow through and do what you say you will do
- Keep people 'in the loop', updated and informed
- Be early for your commitments and deliver requests on time

EMPOWERMENT
- Assist others with your skills and expertise to achieve success
- Make things easier, simplify and provide the support needed
- Use your knowledge and experience to provide solutions to problems

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Key Responsibilities

D&A Design

- Collaborate with various stakeholders, including executives, administrators, clinical staff, support services, and technology teams.
- Design, implement, and optimise conceptual and logical data systems for reporting, encompassing standards, ETL pipelines, storage, retrieval, and presentation tools.
- Develop and maintain a Data Lakehouse based on medallion architecture using metadata-driven pipelines in Azure.
- Communicate and present data models to achieve business outcomes and align with organisational and divisional Strategic Business Plans.
- Plan and execute data warehouse and data pipeline migration activities.
- Develop and maintain documentation related to data architecture, pipelines, and data models to ensure clarity and knowledge sharing within the team.
- Support the Technology leadership team in driving the implementation of the D&A Strategy.

Data Warehouse Implementation

- Develop a company data warehouse by iteratively designing and enhancing new datasets aligned with the D&A Strategy.
- Migrate data from the on-premises data warehouse to the cloud.
- Assist the D&A team in selecting and implementing the appropriate data governance, literacy, and development tools.
- Ensure the implementation and adherence to appropriate security mechanisms from the source to the presentation layer per organisational needs.
- Utilise tools such as Azure Data Factory, Azure Synapse, Azure Data Lake, SSIS, SQL Server Technologies, and Azure Event Hub to create and maintain data pipelines.
- Work hands-on with ingesting data from various sources, including Snowflake, AWS, Google Cloud, on-premise systems, and other standard sources.
- Oversee the development and implementation of data integration solutions, ensuring seamless data flow between different systems and platforms.
- Facilitate data democratisation by ensuring data accessibility and usability for various business units and stakeholders.
- Conduct data profiling and cleansing activities to ensure data validity and reliability for reporting.
- Assemble complex and large datasets to meet business outcomes.

Work Health & Safety (WHS)

Take care of your own and others' health and safety by:

- Working safely to minimise risks to self and others
- Complying with Work Health and Safety (WHS) policy and procedures
- Reporting any hazards, near misses or incidents through the appropriate channel
- In the event of a workplace injury, participate, contribute and engage in return-to-work plans
- Role model appropriate "positive duty" behaviours with regard to Respect@Work

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Key requirements

Essential qualifications and experience:

- Proficient in Microsoft Azure Data Platform tools like Azure Synapse, ADF, Data Lake, Databicks, and Power BI.
- Extensive experience in working with Microsoft SQL Server technologies like SSIS, SSAS.
- Extensive experience in data warehouse development and design on both on-premises and cloud platforms, medallion data architecture and metadata-driven data pipelines.
- Sound understanding of conceptual, logical, and physical data modelling and the ability to reverse engineer solutions and dimensional and tabular data models.
- Demonstrated ability to adapt to new environments/systems, and respond to changing demands.
- Certification in relevant technologies like Azure, and Power BI.

Essential competencies:

- Demonstrate an understanding and appreciation of BaptistCare's Christian identity and promote the organisation's values through interactions at work.
- Immense ability to visualise and present data concepts to broad range of stakeholders.
- High level of written, verbal communication and presentation skills.
- Ability to develop relationships with key organisational stakeholders.
- Highly developed interpersonal skills and ability to work harmoniously in a team environment.

Desirable qualifications, competencies and experiences:

- Degree in a relevant domain such as Information Technology or Business Intelligence.
- Experience designing data models and data warehouses within the Healthcare and Aged Care domain.

Other important information

Here are some other important items to take note of:

- Current Drivers Licence.
- The ability to travel interstate and between BaptistCare facilities and programs occasionally.
- The ability to work in harmony with the Mission and Values of BaptistCare.
- You will successfully complete all prescribed mandatory training and participate in an annual plan and appraisal development process.
- It is a requirement of the role that you undergo a Police Background Check.
- This is not a complete list of what is expected in your role. You are required to complete additional tasks that may be asked of you in regard for your skills, training and experience

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