

POSITION DESCRIPTION – TEAM MEMBER

Position Title	Data Engineer	Department	Information Technology
Location	Sydney	Direct/Indirect Reports	None
Reports to	Data Chapter Lead	Date Revised	August 2020
Industrial Instrument	Social Home Care and Disability Services Award		
Job Grade	Job Grade 6	Job Evaluation No:	HRC0004481

■ Position Summary

The Data Engineer role will sit within the Data and Integration Squad in IT and will own (design, implement and support) the AWS Big Data technologies such as the Data Lake and Data Warehouse and support the organisation in growing the data analytics capabilities at Red Cross. In addition to this, the data engineer role will also administer the Power BI tool and support the implementation of the data mastering capability.

■ Position Responsibilities

Key Responsibilities

- Identify, design, and implement data pipelines to assemble large, complex data sets that meet functional / non-functional business requirements.
- Build the infrastructure required for optimal extraction, transformation, and loading of data from a wide variety of data sources using AWS 'big data' technologies.
- Identify and implement internal process improvements: automating manual processes, optimizing data delivery, re-designing infrastructure for greater scalability, security etc.
- Build data models (dimensional / data vaults) as per the business needs to help provide actionable business insights and other key business performance metrics.
- Perform unit testing (UT), system integration testing (SIT) and user acceptance testing (UAT) including efficient documentation as well as defect tracking
- Work with stakeholders including the Business and IT teams to assist with data-related technical issues and support their data needs.
- Create data tools for analytics and 'data science' team members that assist them in building machine-learning models.
- Administer and govern the use of Power BI toolset at Red Cross
- Work with data and analytics experts to strive for greater functionality in our data systems

■ Position Selection Criteria

Technical Competencies

- Experience building and optimizing data pipelines, architectures and data sets.
- Experience in dimensional modelling and building data vaults
- Advanced working SQL knowledge and experience working with relational databases, query authoring (SQL) as well as working familiarity with a variety of databases.

- Experience performing root cause analysis on internal and external data and processes to answer specific business questions and identify opportunities for improvement.
- Strong analytic skills related to working with structured, semi-structured and unstructured datasets.
- Build processes supporting data transformation, data structures, metadata, dependency and workload management.
- A successful history of manipulating, processing and extracting value from large disconnected datasets.
- Experience in implementing master data management.
- Experience supporting and working with cross-functional teams in a dynamic environment.

Qualifications/Licenses

We are looking for a candidate with 3+ years of experience in a Data Engineer role, who has attained a Graduate degree in Computer Science, Statistics, Informatics, Information Systems or another quantitative field. They should also have experience using the following software/tools:

- Experience with AWS big data tools and technologies: Redshift, Glue, EMR, RDS etc.
- Experience with open source technologies Hadoop, Spark, Kafka, Elasticsearch etc.
- Experience with relational SQL and NoSQL databases, including MS SQL Server, Postgres, Cassandra, DynamoDB etc.
- Experience with data pipeline and workflow management tools: Airflow, AWS Data Pipeline, Lambda etc.
- Experience with stream-processing systems: AWS Kinesis, Storm, Spark-Streaming, etc.
- Experience with object-oriented/object function scripting languages: Python, Java, Scala, etc.
- Experience with any commercial ETL tool: Informatica, Talend, Pentaho etc.
- Experience with any visualization tool: Power BI, Tableau, Qlik etc.

Behavioural Capabilities

- **Personal effectiveness | Achieve results |** Demonstrated ability to manage work and achieve the results committed to. Ability to evaluate progress and make adjustments needed to achieve goals. Accept responsibility for mistakes and learn from them.
- **Team effectiveness | Collaborating |** Demonstrated capability to work with others to reach common goals, sharing information, supporting and building positive and constructive relationships.
- **Team effectiveness | Managing change |** Demonstrated capability to adapt to, support and manage change in a positive way. Ability to work to overcome challenges arising from change and raise concerns constructively.
- **Team effectiveness | Communicating |** Demonstrated capability to communicate clearly and concisely ensuring messages are understood. Ability to express ideas clearly, listen effectively and provide feedback constructively.
- **Organisational effectiveness | Thinking strategically |** Demonstrated understanding of how an individual's role and work contributes to achieving organisational goals. Ability to think ahead and plan accordingly.
- **Organisational effectiveness | Innovating and improving |** Demonstrated ability to identify and raise issues regarding ineffective work processes and take initiative to make improvements.

■ General Conditions

All Red Cross staff and volunteers are required to:

- Adhere to the 7 fundamental principles of Red Cross:
Humanity | Impartiality | Neutrality | Independence | Voluntary Service | Unity | Universality
- Act at all times in accordance with the Australian Red Cross Ethical Framework and Child Protection Code of Conduct
- Demonstrate skill, knowledge and behaviour to work with Aboriginal and Torres Strait Islander people in a culturally respectful way
- Comply with the Work Health and Safety management system
- Undertake a police check prior to commencement and every 5 years thereafter. Police check renewals may be required earlier than 5 years in order to comply with specific contractual or legislative requirements
- Support a child safe organisation by undertaking screening for suitability to work with children, youth and vulnerable people and to comply with relevant state/territory legislative requirements
- Assist the organisation on occasion, in times of national, state or local emergencies or major disasters