

Job Description

Job Title:	Data Engineer
Reporting to:	Head of Performance & Improvement
Directorate:	Business, Growth, Data & Change
Direct Reports:	None
Budget:	None
JD date reviewed:	August 2026
Job Level:	16

Job Purpose

The Data Engineer will play a key role in shaping Eastlight's data capability, designing and developing trusted data products that enable better decision-making, stronger performance management and improved services for customers.

Working closely with Digital, Data, Performance and operational teams, the role will bring together data engineering, senior analytical thinking and business insight to help Eastlight become a genuinely data-led organisation. The postholder will translate complex data requirements into robust, reusable data assets, support advanced analysis, and help colleagues turn data into meaningful action.

Key Strategic Responsibilities

Their focus is to provide data in a common format for a range of uses as Eastlight streamlines systems and business processes. Working closely with the business, this role will be instrumental in ensuring Eastlight is a data led organisation.

Key Functional Responsibilities

Data Development & Integration Design

- Lead on data profiling and source system analysis to identify data to meet business requirements.
- Design data solutions in accordance with agreed organisational standards and practices to ensure services are resilient, scalable and future proof.
- Present clear insights, strategies and tactics to colleagues to support the end use of the data.

Data Modelling

- Design data models and schemas to support reporting and analytics providing a consistent and reusable approach.
- Create repeatable and reusable products to minimise technical debt and drive efficiency.

- Produce, maintain and update relevant data models and documentation for specific business needs.
- Undertake reverse-engineering of data models from live systems to create new data pipelines and models.
- Identify issues and risks with the solutions created and lead on their resolution.
- Create, maintain and document datasets and semantic models for use in Power BI and other tools.

Data Management

- Maintain a metadata repository and other data management documentation to ensure information remains accurate and up to date.
- Contribute to the development of Eastlight's data architecture to support reporting and analytics as set out in Eastlight's Technology Strategy.
- Monitor the BI service, including acting as a point of escalation, to monitor and resolve issues.
- Supporting continuous data quality improvements across the organisation by exploring enhancements to automated quality assurance processes, the reliability of data workflows, and the effectiveness of data transformations.

Data Engineering

- Lead on delivering developments which follow the agreed standards and release management processes in line with Eastlight's Technology strategy.
- Convert user stories into technical, quality, testing and documentation tasks in the chosen work-flow management tool(s).
- Build and develop re-useable pipelines for analytics to drive efficiency.
- Identify and seek out technical debt, aiming to reduce this at each opportunity
- Monitor the execution of data workflows, including identifying and mitigating risks, setting service level indicators and configuring alerts.

Testing

- Review requirements and specifications and define test conditions to ensure solutions are fit for purpose.
- Analyse and report test activities and results supporting colleagues to develop solutions.

Data Analysis & Insight

- Lead complex analysis to identify trends, risks, opportunities and performance improvements.
- Translate business challenges into data-driven insight and practical recommendations.
- Deliver high-quality insight products, dashboards and reporting that support strategic and operational decision-making.

- Partner with senior stakeholders to shape performance measures and evidence-based business decisions.
- Present complex findings in a clear, engaging and actionable way for technical and non-technical audiences.
- Champion data storytelling, visualisation and self-service analytics across the organisation.
- Identify data quality issues and drive improvements to increase confidence in reporting and insight.
- Support transformation and continuous improvement initiatives through robust analysis and evidence.

Communication & Collaboration

- Develop key relationships between Digital and Data to build the infrastructure and release new capabilities.
- Collaborate with cross-functional teams to understand data requirements and deliver actionable insights.
- Collaborate with internal teams to gather requirements and translate them into technical solutions.

Person Specification

Education and qualifications	A Degree (Level 6) in Computer Science, Data Science, Mathematics or a related field, or equivalent experience
Experience	Significant experience in data engineering and BI development. Substantial experience of ETL processes, data modelling, and structured data workflows. Demonstrable skills with data migration, including mapping existing business logic to new data sources. Demonstrable SQL skills including use of stored procedures. Working with Partners and Third Parties
Knowledge and Skills	Analytical: Proven ability to use data to inform decision making. Proven ability to offer creative solutions to problems and challenges. Communication skills: Provide technical advice on data engineering, modelling and analytics to technical and non-technical colleagues and a range of audiences. Experience of documenting technical information. Resilience: Proven ability to work to deadlines and manage competing priorities. Technical: • Understanding of Data Warehousing (Kimball & STAR schema). • Understanding of a variety of ETL tools.

	• Act as subject matter expert on all aspects of data analytics, analytics data modelling and warehousing, data mining, and presentation with a view to support future relevant projects and initiatives. • Experience of providing input into team and project planning activities and work within an agile delivery framework • Significant experience of developing and managing a centralised data warehouse, ensuring data is structured, accessible and optimised for analytics and reporting. • Knowledge of the data lifecycle from ETL, through to the analysis of datasets, leading to the publication of information and aiding business stakeholders to derive insight and potential trends. • Understanding of IT security challenges and risks, and technologies and techniques to mitigate risks. • Awareness of emerging trends in data tools, analysis techniques and data usage. • Experience working with third-party suppliers/contractors to deliver data solutions • Proven experience with cloud data and analytics platforms, including AWS services such as S3, Athena, Redshift and Glue, and/or Microsoft technologies such as Azure Databricks and Microsoft Fabric • Strong ability to communicate with and engage business stakeholders, translating data requirements into technical solutions Desirable: • Experience working in the housing sector, with familiarity in areas such as repairs, assets, or tenancy data. Location: • Remote/must be willing to travel for team meetings
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Note – Job descriptions are to be written based on the requirements of the role/organisation and not the person(s) in the role.