



THE PERSON

Data Engineer

Criteria	Method of Assessment
Qualifications	
2:1 degree or above (or equivalent)	Application
Professional data engineering qualification (or equivalent experience)	Application
Required	
Previous experience in a data engineering role , with evidence of developing and maintaining ETL/ELT pipelines and delivering complex projects.	Application and Interview
Expert proficiency in working with complex data and transforming raw data into structured, reliable, and meaningful datasets.	Application and Interview
Expert proficiency in programming languages , including SQL and either Python or PySpark.	Test
Experience of managing changing priorities and situations.	Application and Interview
Advances proficiency presenting to senior audiences of varying technical understanding .	Test
Expert proficiency in attention to detail and reconciling data .	Application and Interview
Proven ability to implement coding best practices , including the development of reusable code structures and the production of clear, meaningful documentation.	Test
Proven experience of learning new systems and databases , with the ability to rapidly understand, interpret and document unfamiliar database structures, data models and relationships.	Application and Interview
Ability to design and implement scalable data structures within Microsoft Fabric .	Test
Basic proficiency in carrying out analysis using relevant software (including Power BI).	Test
Expert level of interpersonal and negotiation skills, able to communicate professionally and tactfully to build constructive relationships .	Application and Interview
Expert proficiency in creating stable, reusable and customer focussed data assets .	Application and Interview

Person Specification

Expert proficiency at writing efficient code for data manipulation and storage.	Test
Advanced proficiency in creating efficient data models.	Application and 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
A satisfactory Standard DBS assessment.	Part of onboarding process
Desirable	
Proficiency in Microsoft Power Platform.	Application
Expert proficiency designing and developing solutions in Microsoft Fabric to support data engineering and analytics requirements.	Application and interview
Expert proficiency in extracting data from APIs to support data engineering and analytics requirements.	Application and Interview
Standard proficiency in building semantic models within Power BI.	Application and Interview
Expert proficiency in written, verbal and presentation skills including the ability to produce and share information.	Test
Proven ability to manage complex workloads , ensuring priorities are balanced and deadlines are met.	Application / Interview
Understand data science techniques and have experience of building data structures to support data science.	Application / Interview
Able to implement changes in service provision and contribute ideas and innovative solutions to improve service delivery.	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
Project management skills including Agile techniques.	Application / Interview
Knowledge/ interest in the broader activities of the Fire & Rescue Service.	Application