Job Outline

The Highland Council
Comhairle na Gàidhealtachd

Post: Data Engineer
Location: Flexible with regular attendance at Castle Wynd, Inverness
Hours: 35 hours per week
Duration: Fixed Term – 23 Months
Service: ICT Services & Transformation
Grade: HC09 - £42,879 to £46,410 (pay award for 2024/25 pending)
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Job Purpose :

The Highland Council's ICT department has undergone significant transformation, bringing ICT services in-house. A key focus now is maximizing the use of data and systems, which has led to the launch of the ambitious 'Data Foundations' project, sponsored by the Chief Executive and part of the Highland Council Delivery Plan 2024-2027.

This project aims to improve data insights across all Council services, enabling better data-driven decisions and supporting customer self-service through enhanced online services, intelligence reports and dashboards.

You will help shape the Council's decision-making process through data insights, driving the shift from siloed operations to integrated, user-centric services. Your ambition to transform the Council, using data as a tool, will be essential in delivering efficient, cost-effective solutions. You'll contribute to the strong portfolio of work already achieved by ICT Services, confident that better services can be delivered for less.

In this role, you will lead the implementation of an organisation-wide data warehouse and master data management solution, integrating data from across the council for use in reporting and analysis. Your experience with data integration, programming, databases, and ETL tools will be critical to success.

If you are excited to be part of this ambitious challenge, we encourage you to apply today.

1. Job Description – Key Duties and Responsibilities

- Lead on the design and implementation of data integration solutions across multiple operational business applications
- Design data integration and ETL processes using a combination of programming languages, databases, APIs, and ETL tools
- Collaborate with stakeholders to understand and document end-to-end data flow and integration requirements
- Develop and maintain scalable and efficient database schemas and data integration pipelines to support large volumes of data from Business Applications
- Optimise data integration platforms and sources for efficiency and performance
- Lead on incident and problem management support activities impacting data integrations
- Perform data quality checks, and engage with Data Analysts and other stakeholders for troubleshooting data issues to ensure technical output achieves desired outcomes
- Ensure required availability and disaster recovery capability for data integrations and storage solutions
- Provide expertise regarding the procurement, implementation and configuration of off-the-shelf data integration tools and other data integration solutions

2. Other Duties

The post holder may be required to perform duties, appropriate to the post, other than those given in the job specification as directed by Management. The duties and responsibilities attached to posts may also be varied without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and would not themselves justify reconsideration of the grading. As a result of such variations, it will be necessary to update this job specification from time to time.

This role supports hybrid working, with minimum two days per week in the office.



3. Person Specification

Essential Attributes

To be able to carry out the duties of this post effectively and safely, candidates will be able to provide evidence of the following:

1. Educated to degree level in a numerate/business related subject, or equivalent experience in data management and ICT security

2. Significant experience in data integration, data warehousing, or a similar role

3. Excellent problem-solving skills and attention to detail

4. Strong communication and interpersonal skills to work effectively in a collaborative environment

5. Demonstrable experience in implementing data integration solutions including design, build and test data products based on feeds from multiple large-scale systems

6. Proficient in the use of ETL tools, such as SSIS, Azure Data Factory, or AWS Glue

7. Excellent knowledge and experience of different database technologies including relational, document and graph databases

8. Knowledge of data modelling techniques and ability to compare and align different data models

9. Skilled in scripting languages, such as Python, Perl, or Unix shell scripts for automation of data processes

Desirable Attributes

Ideally, the candidate would also be able to provide evidence of the following:

- Experience with data visualization tools (such as Power BI)
- Familiarity with big data technologies (Hadoop, Spark) and cloud services (AWS, Azure, or GCP)



Further Data

The successful applicant will be a team player by nature with excellent communication skills and a relentless focus on driving value through the project delivery. Professionalism, self-motivation and an ability to problem solve will be required, as will an enthusiastic approach and a strong commitment to delivering a customer-focussed service. New team members will be expected to bring ideas and to be passionate about driving technology enabled business transformation and change.

Employee Benefits

The Highland Council is committed to their employees and offers an excellent benefit package that can include:

- Flexible working patterns including both full-time and part-time opportunities. We want to accommodate the right candidate for the post, and we are able to assist lifestyle choices and other commitments you may have. For example: seasonal compressed hours
- Competitive salary with an incremental scale and annual pay review
- Wide range of learning and development opportunities with an annual review to discuss career opportunities and progression
- 27 days paid holiday plus 7 Public paid holiday (pro rata for part-time staff), rising to 32 days paid holiday (pro rata for part-time staff) after 5 years continuous service at the commencement of the next leave year
- Pension Scheme, including employers contribution of 19.5%
- A genuine commitment to the health and wellbeing of our employees with access to the new Employee Assistance Programme
- Family Friendly staff policies including Parental Leave
- Employee discount/reward schemes from major and local retailers
- Cycle to Work scheme

If you are interested in working for Highland Council and being part of a team providing a first-class service please view the further data, job description and person specification and then apply online.

The Highland Council

Ambitious, Sustainable and Connected.

"The Highland Council vision is to be an ambitious, sustainable and connected Highland. The Council's goal is to deliver a new, sustainable way of delivering the Council's Services recognising and utilising the power of data and technology to enable us to truly transform. This will bring benefits such as empowering employees, improve productivity, improve Citizen and partner experience, increase operational efficiency, improve and accelerate decision making and attract and retain talent."

4. Health and Safety

Health & Safety is an integral part of any role within the Highland Council. As such we would expect that all employees:

- Become familiar with Violent Incident and Accident reporting procedures and comply with them;
- Undertake a continual program of Risk Assessment in relation to their role within Highland Council;
- Have an understanding of the importance of Health and Safety in the workplace and familiarise themselves with the Highland Council's Health & Safety Procedures.

August 2024