

Job Description: Data Engineer

Job Title:	Data Engineer
Location:	Office Based / Office Based – Hybrid Worker Status / Remote Worker
Reports to:	Head of Business Transformation
Staff Responsibilities:	N/A
Hours of work:	35 hours per week
Salary Range:	£50,000 - £60,000
Summary of Position: Fusion21 is seeking a skilled and forward-thinking Data Engineer to support our digital transformation journey. This role will be pivotal in designing, building, and maintaining robust data infrastructure that enables scalable analytics, operational efficiency, and data-driven decision-making across the organisation.	

Primary Responsibilities

Data Architecture & Engineering	Design and implement scalable data pipelines to ingest, transform, and store data from diverse sources (e.g., CRM, ERP, procurement platforms). Develop and maintain data lakes, warehouses, and databases to support analytics and reporting.
Data Quality & Governance	Ensure data integrity, consistency, and security through automated validation, monitoring, and governance protocols. Collaborate with compliance teams to align data practices with GDPR and other regulatory frameworks.
Data Definition, Cleaning & Preparation	Work closely with data analysts, business units, and transformation teams to understand data needs and deliver actionable solutions. Establish data standards and ensure consistency through profiling and cleansing. Prepare structured datasets tailored for analytical use across the organisation.
Software Engineering	Support data operations by developing small-scale applications and scripts. Collaborate with analysts to prototype tools that enhance data accessibility and streamline reporting workflows.
Middleware & Dataflows Collaboration	Work with the Solution Architect to design dataflows across middleware in future tech stack proposals. Ensure integration solutions are scalable, secure, and aligned with architectural standards.
Collaboration & Support	Work closely with data analysts, business units, and transformation teams to understand data needs and deliver actionable solutions. Provide technical support and documentation for data systems and processes.
People	Work closely with data analysts, business units, and transformation teams to understand data needs and deliver actionable solutions;

Cost/Quality/Time	Design and implement scalable data pipelines to ingest, transform, and store data from diverse sources (e.g., CRM, ERP, procurement platforms);
Social Value in Procurement	Be part of a purpose-driven organisation transforming procurement and social value;
Products and Services	Develop and maintain data lakes, warehouses, and databases to support analytics and reporting; Support data operations by developing small-scale applications and scripts; Work with the Solution Architect to design dataflows across middleware in future tech stack proposals;
General	Ensure data integrity, consistency, and security through automated validation, monitoring, and governance protocols; Prepare structured datasets tailored for analytical use across the organisation.

Personal Specification

Post holders that do not meet the essential criteria will be given an appropriate period of time to meet the essential criteria. Fusion21 will support individuals in their learning and development to achieve this.

	Essential	Desirable
Experience Skills, Qualifications & Training	Proven experience in data/software engineering, data architecture, or similar roles. Strong programming skills in Python, SQL, and/or Java. Hands-on experience with cloud platforms (Azure, AWS, or GCP). Familiarity with big data tools (e.g., Spark, Hadoop). Experience with ETL and orchestration tools (e.g., Talend, Airflow, Azure Data Factory). Knowledge of data warehousing solutions (e.g., Snowflake, BigQuery, Redshift). Understanding of data governance, GDPR, and security best practices.	Experience in a procurement, consultancy, or public sector environment. Exposure to Lean Six Sigma or process improvement methodologies. Familiarity with business intelligence tools (e.g., Power BI, Tableau). Knowledge of API integration and real-time data streaming.
Behaviours, Qualities and Attitude	Analytical mindset with strong problem-solving abilities. Excellent communication and stakeholder engagement skills. Ability to work independently and collaboratively in a fast-paced environment. Adaptable and proactive in driving innovation and continuous improvement.	

Note: This job description is not exhaustive and is not a comprehensive list of all the tasks that may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken. The post holder is also expected to carry out other duties which are broadly consistent with the role as identified above. This job description will be subject to periodic review, and it may be amended to meet the changing needs of the business. The post-holder will be expected to participate in this process, and we would aim to reach agreement on any changes.