



## POSITION DESCRIPTION

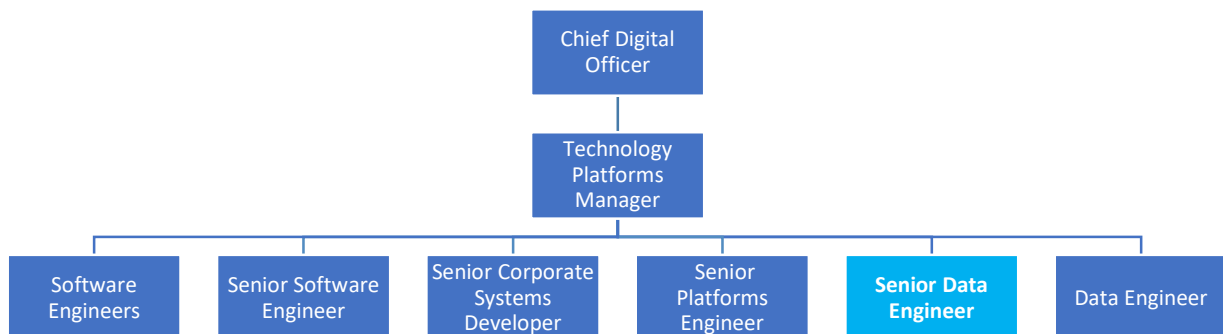


Position title:	Senior Data Engineer		
Reports to:	Technology Platform Manager		
Group:	Technology	Unit:	Technology Platforms
Revision:	2/2024	Date:	30 April 2025

### Purpose

As a Senior Data Engineer, you will play a critical role in designing, delivering, and maintaining solutions on WEL Networks' modern data platform. You will lead complex data engineering projects, deliver innovative data products, and manage day-to-day operations ensuring the platform meets evolving business needs. Working closely with cross-functional teams, you will drive data initiatives that create lasting value for our organization.

### Reporting Structure



### Resource Accountabilities

Staff numbers	Nil	Operating Budget	TBC
Capital Budget	TBC	Expense Authority	

## Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
<b>Provide data engineering services</b>	<ul style="list-style-type: none"><li>• Work with the Project teams/squads to agree the data specification required to support the agreed design and fit into the overall domain led data architecture</li><li>• Stay current with industry trends and emerging technologies</li><li>• Maintain a level of business acumen to understand metrics and how they measure performance against business goals</li><li>• Lead the design and implementation of new data products to meet business requirements.</li><li>• Collaborate with stakeholders to gather requirements and translate them into technical specifications.</li><li>• Develop and maintain automated data pipelines to support new data products.</li><li>• Ensure data products are scalable, reliable, and meet performance standards.</li></ul>	<ul style="list-style-type: none"><li>• Identify and continually work towards personal and professional goals</li></ul>
<b>Manage BAU activities</b>	<ul style="list-style-type: none"><li>• Monitor and maintain the data platform to ensure high availability and performance.</li><li>• Troubleshoot and resolve data-related issues in a timely manner.</li><li>• Implement enhancements and optimizations to improve the efficiency of data processes.</li><li>• Ensure data quality and integrity across all data products and pipelines.</li></ul>	<ul style="list-style-type: none"><li>• Service level agreements are met.</li></ul>

<b>To support a robust data infrastructure</b>	<ul style="list-style-type: none"> <li>• Design and implement data governance and security best practices.</li> <li>• Ensure high availability and disaster recovery solutions for data platforms.</li> <li>• Optimize data storage and retrieval processes for performance and cost-efficiency.</li> <li>• Develop and maintain documentation for data engineering processes and systems.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement and maintain data governance, security best practices, high availability, disaster recovery solutions, and comprehensive documentation.</li> </ul>
<b>Provide data engineering leadership</b>	<ul style="list-style-type: none"> <li>• Mentor and guide data engineers, providing technical oversight and code reviews.</li> <li>• Collaborate with partners and business to ensure alignment with overall data strategy.</li> <li>• Stay up to date with industry trends and emerging technologies to drive innovation.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated through team growth, satisfaction, and successful implementation of innovative solutions</li> </ul>
<b>To participate and contribute to projects</b>	<ul style="list-style-type: none"> <li>• Lead data engineering efforts in cross-functional project teams.</li> <li>• Ensure project deliverables are met on time and within budget.</li> <li>• Provide technical expertise in agile ceremonies and project planning sessions.</li> <li>• Foster a culture of continuous improvement and collaboration within the team.</li> </ul>	<ul style="list-style-type: none"> <li>• Achievement of agreed project measures</li> </ul>
<b>Targeting “Best in Safety”</b>	<ul style="list-style-type: none"> <li>• Promotion of good safety management practices.</li> <li>• Participation in safety and wellness activities.</li> <li>• Being a safety leader.</li> </ul>	<ul style="list-style-type: none"> <li>• WEL’s health and safety policies and procedures are adhered to at all times.</li> </ul>

<p><b>To work in and promote a ‘Best in Service’ attitude to all endeavours</b></p>	<ul style="list-style-type: none"> <li>• Engage within the business and with community / external stakeholders in a way that supports ‘Best in Service’, always.</li> </ul>	<ul style="list-style-type: none"> <li>• WEL’s reputation is enhanced in the community</li> <li>• You are known for your excellent customer service</li> </ul>
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## Person Specification

<b>Qualifications</b>	<b>Essential</b>	<ul style="list-style-type: none"> <li>Degree in Computer Science, Engineering, Information Technology or other related discipline.</li> </ul>
	<b>Desirable</b>	<ul style="list-style-type: none"> <li>Qualifications in Data Engineering</li> </ul>
<b>Experience</b>	<b>Essential</b>	<ul style="list-style-type: none"> <li>5+ years of experience as a Data Engineer, with at least 2 years in a senior role, demonstrating leadership and mentoring capabilities.</li> <li>Proven expertise in Data platform, Data modelling and Data pipeline design skills</li> <li>Strong understanding of data modeling principles with hands-on experience in schema design and implementation.</li> <li>Extensive experience with cloud data platforms, particularly Snowflake, showcasing the ability to leverage cloud technologies for scalable data solutions.</li> <li>Advanced proficiency in SQL and Python, along with experience in data orchestration tools such as Coalesce.</li> <li>Experience with version control systems (e.g., GIT) and CI/CD pipelines, ensuring robust and automated deployment processes.</li> <li>Demonstrated skills in ensuring data integrity, quality, and accuracy across all data pipelines, maintaining high standards for data governance.</li> </ul>
	<ul style="list-style-type: none"> <li><b>Desirable</b></li> </ul>	<ul style="list-style-type: none"> <li>Experience with data visualization tools, especially PowerBI.</li> <li>Background in both on-premises and cloud environments, ideally Azure.</li> <li>Knowledge of the New Zealand electricity industry.</li> <li>Familiarity with Data Governance practices.</li> <li>Experience with agile delivery methodologies.</li> <li>Understanding of data architecture principles.</li> </ul>
<b>Role Specific Competencies</b>	<ul style="list-style-type: none"> <li>Strong verbal and written communication skills, capable of interacting effectively with both technical and non-technical stakeholders.</li> </ul>	

	<ul style="list-style-type: none"><li>• Analytic skills related to working with unstructured datasets.</li><li>• Ability to work autonomously and deliver targets on time, but actively seek guidance and clarification when required</li><li>• Understanding of processes, interlinking of systems and data flow</li><li>• Outcome orientated and able to set priorities and deliver to deadlines</li><li>• Proactive and self-motivated with a focus on continuous improvement.</li></ul>
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## Our Purpose

Enabling our *communities to thrive*

## Our Vision

To create and support an *innovative and sustainable energy future*

## Best in Service

So we have the *trust of our community*



## Best in Safety

Every Day - **Home Safe**



## Our Values



**Agile**

We listen to ideas, we explore opportunities and we adapt to changing situations with an open mind. When change is needed we make sure we understand why and we make it work. We're flexible and we respond professionally to change.



**Build the business**

We make sure our day to day activity is sound while exploring ways to improve the way we work or things we do. We often ask "is there a better way to do this?" and we investigate options.



**Care for each other, the customer and our assets**

We work as a team across the business to do things the right way. We treat others with respect, listening to their needs so we can deliver a reliable and safe service to our communities.



**Do the right thing**

We make decisions with integrity and when we can, we help others make the right decision for their situation. We're open, honest and trustworthy. We speak up if we feel we should and we listen to others.



**Every Day - Home Safe**

We lead by example to keep ourselves, our workmates and our communities safe. We use the right equipment, we challenge unsafe acts and we say no if we think it's not safe.