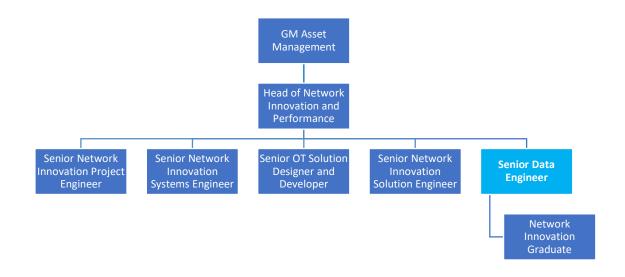|			
Position title:	Senior Data Engineer		
Reports to:	Head of Network Innovation & Performance		
Group:	Asset Management	**Unit:**	Network Innovation & Performance (NIP)
Revision (M/Y):	09/2025	**Date:**	12 September 2025

Purpose

To assist the development of network intelligence and transition to the smart flexible distribution network of the future; enabling WEL to realise its ambition of becoming a Distribution System Operator (DSO).

To lead the network innovation data solution development, accelerating the adoption of a data driven decision making process, enabling WEL to operate as a DSO.

Reporting Structure

```
                    GM Asset
                   Management
                       |
                Head of Network
                 Innovation and
                  Performance
    _____|_____
   |              |                |                 |            |
Senior Network  Senior Network  Senior OT Solution  Senior Network  Senior Data
Innovation      Innovation      Designer and        Innovation      Engineer
Project         Systems         Developer           Solution            |
Engineer        Engineer                            Engineer        Network
                                                                    Innovation
                                                                    Graduate
```

Resource Accountabilities

Staff numbers	1	**Operating Budget**	TBC
Capital Budget	TBC	**Expense Authority**	N/A

Performance Outputs

Key Result Areas (What/Result)	Key Tasks / Activities (How)	Performance Measures (Quantity, Quality, Time, Cost)
Data solution implementation for Network Innovation and Performance (NIP) projects	• Provide data solutions to meet NIP planning, engineering and operation support data function requirements • Data provisioning for NIP software applications • Collaboration with network engineering and technology teams to build data solutions	• Create reliable, high performing and secure data pipelines that makes large volumes of data accessible • Meet the expected support levels for NIP data requirements
NIP Data strategy and data governance framework	• Lead the implementation of Data Strategy and align with WEL asset management data strategy • Develop data governance framework • Design data architecture solutions for application requirements • Design data access business process	• Clear data strategy and work flows are created • Data management requirements are met • Deliver end to end data lifecycle treatment • Apply quality control in data management • Capture lessons learned from previous works
NIP data application and analytic functions	• Design, build and maintain data infrastructure • Support end to end data application requirements, including collection, processing, cleansing, description, prediction and decision making • Support the ongoing data analytic and data presentation functions	• Data is accurate with minimal unnecessary manual handover • Data application implement cost is optimised • Timely support to data analytic requests • Continuously developing data management function • Data is accurately presented to the users

	• Provide mentoring support to junior engineers • Coordination with external resource	• Data driven decision making approach is achieved • Junior engineers are supported to develop their professional capabilities
NIP database management	• Design, build and manage a centralised NIP database • Build connection interface between NIP database and other internal and external database • Manage database performance, availability and security • Proactively managing long term database expansion and archiving requirements	• Database performance meets or exceeds NIP data access requirements • Database security and availability is maintained to the service level requirements • Sufficient database capacity is available for application requirements • Obsolete data is safely disposed
Work with the wider team to achieve our Network Innovation & Performance goals	• Support the ongoing development of a team culture supportive of the sustained achievement of the Company's strategies and goals. • Work with other data teams on data requirements • Strong working relationships across the organisation and external parties • To participate and contribute to improvement projects	• Our people are capable and continuously developing • Organisational culture/climate indicators and metrics are met • Achievement of team development objectives • Health and Safety measures • Work activities are coordinated across WEL and external stakeholders. • Achievement of agreed project measures.
Targeting "Best in Safety"	• Promotion of good safety management practices	• WEL's health and safety policies and procedures are adhered to at all times.

	• Participation in safety and wellness activities • Being a safety leader.	
To work in and promote a 'Best in Service' attitude to all endeavours	• Engage within the business and with community / external stakeholders in a way that supports 'Best in Service', always.	• WEL's reputation is enhanced in the community • You are known for your excellent customer service.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Person Specification

Qualifications	Essential	• Relevant tertiary qualifications in data engineering, data analytics, data science, computer science, etc • Basic knowledge in engineering
	Desirable	• Qualification in Database Management • Qualification in Electrical Engineering
Experience	Essential	• A minimum of 5 years relevant industry experience • Understanding of data architecture principles and design patterns • Experience in database design and management • Experience in data storage solutions • Proficiency in SQL, Python and Javascript • Experience in cloud-based computing
	Desirable	• Experience in developing time series and event based data applications • Experience in data integration tools like Apache Nifi • Experience in utility network asset connectivity model and hierarchies • Experience in OSI Aveva Pi system and Snowflake • Experience in electricity industry and asset management framework • Data security management
Behavioural Competencies	• **Integrity**: Demonstrates consistently high integrity, professionalism and business ethics. • **Leadership**: Motivates, empowers and manages others to achieve business goals. • **Teamwork**: Works co-operatively as part of the team. Actively seeks out and listens to the views and ideas of others. Shares information and knowledge freely. • **Collaboration**: Works with peers and others across the business to achieve win-win results, and drives behaviour to optimise business outcomes rather than department outcomes.	

	Problem Solving / Critical Thinking: Analyses issues and breaks them down into their component parts. Able to gather a wide range of information, comprehend and make systematic and rational judgements based on relevant information. **Achievement Focused**: Demonstrates a readiness to make decisions, is resilient and proactive when facing difficult issues, and takes initiative and originate action. **Communication**: Speaks clearly, fluently and in a compelling manner to both individuals and groups. Writes in a clear and concise manner, using appropriate grammar, style and language for the reader. **Negotiation**: Listens, comprehends and empathises with parties to develop relationships and rapport with others. **Technical Ability**: Provides high quality analysis, processes and developments using the tools provided. **Planning and Organising**: Organises and schedules activities and resources efficiently. **Customer Focus**: Dedicated to providing a prompt, efficient and personalised service to clients (internal/external) and works hard to ensure that individual client needs are met. **Quality Orientation**: Has a very high attention to detail. Shows awareness of goals and standards. Follows through to ensure that quality and productivity standards are met.

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

A — **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.

B — **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.

C — **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.

D — **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.

E — **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.