THE PERSON

Data Engineer

Criteria	Method of Assessment
Qualifications	
2:1 BSc or above (or equivalent) in a **statistical subject**	Application
Professional data analytics qualification	Application
Required	
Previous experience in a senior analyst role with evidence of managing analysis and projects	Application and Interview
Expert proficiency in working with complex data, analysing data, presenting findings to decision makers.	Application and Interview
Expert proficiency analysis programming languages: DAX, SQL, VBA, PySpark, Python, R ideally including experience with using them on cloud based systems	**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 **show your working, including best practises for code and project documentation**	Test
Expert in O365. **Proven experience with learning new systems**	Application and Interview
Ability to **design, implement and use relational databases in SQL or equivalent**	Test
Basic proficiency in carrying out analysis using relevant software (Notebooks, Power BI, Rshiny... etc)	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
Expert proficiency at **writing efficient code for data manipulation and storage**	Test
Advanced proficiency in **creating efficient data models**	Application and Interview
Desirable	

Person Specification

Expert proficiency in **Microsoft Power Platform**	Application and interview
Expert proficiency with **extracting data from APIs**	Application and Interview
Standard proficiency with data lakehouses, either on premise or cloud based	Application and Interview
Expert proficiency in written, verbal and presentation skills including the **ability to produce and share information**.	**Test**
Manage team members workloads, ensure volume and priority is balanced	Application / Interview
Have **basic understanding data science techniques**	Application / Interview
Able to implement changes in service provision and contribute ideas and **innovative solutions to improve service delivery.**	Application / Interview
Nice to have	
Expert proficiency in organisation skills and the ability to **manage a varied workload with competing deadlines.**	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
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
Project management skills including Agile techniques	Application / Interview
Knowledge/ interest in **the broader activities of the Fire & Rescue Service**	Application