

Your Job Description

At Moat, you'll embrace our vision, our professional standards, and behaviours wholeheartedly and uphold our values, actively contributing to our culture that is open, effective, customer-driven and driven by curiosity.

Who we are

We're a sector leading Housing Association, offering hybrid working, competitive pay and a supportive environment.

Our vision is to lead as a customer pioneer, driven by outside-in thinking, and dedicated to delivering an exceptional customer experience. We value every colleague and every team and want to support you in being the best you can be.

How we work

Our values and the way we behave form the cornerstone of our journey to achieving our purpose of 'opening doors to better lives' for our customers and our vision to become Customer Pioneers. Our standards and behaviours support our values and they provide clear expectations about how we behave and work as Moat Housing Professionals. You can find these below and the full behaviour framework is available on our website.

Be the Change

Be flexible and adaptable to change, sharing ideas and focusing on solutions.

Our Standards

Be inclusive
Be a leader

Our Behaviours

Be adaptable
Be smart working

Better Together

Set high standards, working together and welcoming every opportunity to learn and improve.

Our Standards

Be knowledgeable
Be skilled

Our Behaviours

Be collaborative
Be smart working

Own it

Take personal responsibility for making things happen and seeing things through.

Our Standards

Show integrity
Be ethical

Our Behaviours

Be empowered
Be accountable

Lead by Example

We work hard for our customers and take pride in making a difference to their lives.

Our Standards

Be an advocate

Our Behaviours

Be supportive
Be nurturing



We recognise the significance of equality, diversity, and inclusion (EDI) in achieving success, and we're fully committed to being genuinely inclusive in everything we do. As a Moat Housing Professional, we expect you to show strong commitment to our approach to EDI and to our health and safety, compliance, and code of conduct policies and practices.

Data Engineer

Who's in my team?

Team	Data & Technology
Line Manager	Business Intelligence Manager
My direct reports	N/A
Updated	December 2024

What's my role?

Helping us to become a data driven organisation by leading on the development of enterprise-wide data engineering and ensuring data-driven support and direction for all our departments. Helping us build a better customer experience by improving data fabric across the organisation.

What am I accountable for?

- **Data Engineering** - Lead on integrating, transforming, and consolidating data from various structured, unstructured, and streaming data systems into a suitable schema.
- **BI Engineering** - Work closely with the BI team to transform and model data for analytics purposes.
- **Warehousing** - Maintain and manage the ongoing evolution and innovation of the data warehouse.
- **Privacy** – Help implement privacy and maintenance of data across cloud and on-premises data stores in line with policy and regulatory guidelines.
- **Availability** - Management and monitoring of data stores and data pipelines to ensure that data loads and streams perform as expected.
- **Catalogue** - catalogue key data sets from Customers, Staff, Assets, Health and Safety, Income and Service Charges, Voids and Lettings, Planned Maintenance, Reactive Repairs, Regulatory Returns and others.
- **Documentation** – Ensure Data Owners and Stewards have appropriate documentation for master data sets.
- **Communication and collaboration** - Communicating effectively with technical IT teams and non-technical business users.

- **Standards and Frameworks** - Support the organisation in the adoption of industry data and analytics standards and frameworks including developing data and integration layers.
- **Data Migration** – Support the organisation in data migrations and data mapping across different systems and environments.
- **Collaboration and support** - Support, maintain and refine existing pipelines and data sets, working with data owners and stewards to ensure these are fit-for-purpose and streamlined.
- **Training and community** – Guide the training and development of data stewards.
- To carry out any other duties consistent with the post that may be required from time to time, at the discretion of the line manager.
- Keeping accurate records and manage all data in accordance with our Data Governance Framework, relevant legislation, and best practice. You must also understand and fulfil your responsibilities as set out in this framework.
- Carrying out my work in line with our:
 - Professional standards, reflecting our values and behaviour framework
 - Policies, procedures, and code of conduct
 - Commitment to equality, diversity, and inclusion
 - Health and safety responsibilities
 - Confidential reporting (whistleblowing) policies

What do I need?

Entry Requirements:

- Experience in a data engineering role with demonstratable scenarios of taking the lead in projects or delivery within complex organisations
- Expertise designing, implementing, monitoring, and optimising data platforms to meet data pipelines requirements
- Expertise developing different types of data pipelines
- Expertise designing and implementing data storage solutions
- Expertise in data security, monitoring and data storage optimisation and data processing
- Track record of effective and timely delivery of data engineering projects and solutions

Proficient Requirements:

- Expertise using the Microsoft / Azure data engineering stack
- Expertise in multidimensional data modelling, such as star schemas, snowflakes, normalised and de-normalised models, handling slow-changing dimensions/attributes
- Expertise in data processing languages like SQL and Python
- Expertise managing multiple data pipelines from both on premise and cloud data sources
- Knowledge of tools like Azure Data Factory, Azure Synapse Analytics, Azure Stream Analytics, Azure Event Hubs, Azure Data Lake Storage and Azure Databricks
- Knowledge of Master Data Management (MDM)
- Understanding of ETL versus ELT and appreciation of ETLT
- Understanding of different architectures like Modern Data Warehouse (MDW), Big data and Lakehouse architecture
- Appreciation for Data science
- Appreciation of Agile development and Scrum framework
- Housing industry experience is not essential but desired
- Data Engineering certification is not essential but desired