Job description

Title: Data Engineer

Reports to: ICT Business Intelligence Manager

Location: Birmingham, Canary Wharf, Cardiff, Croydon, Sale or Wakefield

Grade: 13

Salary: £46,335

Contract: Permanent

Purpose

As a Data Engineer, you will be welcomed into a dynamic and inclusive Finance and Corporate Services team reporting into the Business Intelligence Manager and as a pivotal member of the Business Intelligence Team.

The IOPC is on a journey to develop its culture, perspectives and ethos to support the organisation's core outcomes and this is your opportunity to enter into the varied world of IOPC DDaT, allowing you to develop your mindset and approaches to contribute to improving the police complaints system in England and Wales.

The Data Engineer will be responsible for enabling stakeholders to better report on the performance of the IOPC and the complaints system. The Data Engineer will play a pivotal role and have a hands-on approach to maintain and improve the Enterprise Data Warehouse (EDW) and all other BI capabilities, including reporting.

The post holder will have the opportunity to learn on-the-job about the Data Vault methodology. This role would suit a professional with experience in Business Intelligence and of Data Warehousing.

Given the sensitive nature of the data, the role requires that the successful candidate is prepared to undergo and receive SC clearance.

Organisational context

Mission	Priorities	What we hope to achieve
To improve public confidence in policing by ensuring the police are accountable for their actions and lessons are learnt	To work with others to improve the police complaints system	The police complaints system delivers impartial, fair and evidence-based outcomes in a timely way
	To improve policing by identifying and sharing learning from our work	Our recommendations lead to improvements in policing and prevent harm to the public
	To improve confidence in police accountability	Those with low confidence in policing access and value the complaints system
	To be an efficient and effective organisation	Our highly skilled, diverse workforce delivers excellent service which is value for money

We work in the context of our agreed values which inform the way we do things at the IOPC. The Data Engineer will need to be commited to managing in the context of these values.

Seeking truth

We feel privileged to be the custodians of the police complaints system.
We value the trust of the public and police and commit to being just and fair
in uncovering the truth. We recognise that a just outcome relies on being unbiased
and transparent in getting to the truth of what happened.

Being inclusive

We have an inclusive culture. We are fair and impartial in our treatment of all individuals.
We work across boundaries, both internal and external, collaborating
and building strong relationships.

Empowering people

We believe everyone should be a leader and play a part in shaping the direction of the organisation.
We provide a supportive and challenging environment where people can thrive and reach their potential.
We trust our people to do the right things. We encourage calculated risk taking and evidence-based
decision making. Where genuine mistakes are made, we will support people and identify opportunities for
learning and improvement. We ensure that people can make complaints without experiencing unfair treatment.

Being tenacious

Our work requires us to be bold, resilient and committed to making a difference to the public.
We take our duties as public servants to heart and our dedication is reflected in our work.
We meet the challenges with perserverance to attain individual and organisational goals.

Making a difference

The value of our work is not defined solely by volume, but by the impact our work has on policing and
public confidence. We define quality by how well our work meets the service user needs.
We will focus our efforts on areas that will make a difference to our communities.

The IOPC is committed to **promoting equality and valuing diversity** in everything we do. Our vision is to be, and to be seen as, a leader in inclusive employment and services, demonstrating this ethos in everything that we do.

- As a silver standard Stonewall employer, we continue to commit ourselves to being a LGBTQ+ employer through the work of our Pride LGBTQ+ Staff Network, creating welcoming environments for lesbian, gay, bi and queer people.
- We are pleased to share we are a signatory of the Business in the Community Race at Work Charter. The Charter is composed of five calls to action for leaders and organisations across all sectors.
- Being a Disability Confident employer, the IOPC is dedicated to removing the barrier for disabled people to thrive in the workplace.
- Our Staff Networks are constantly working to make the IOPC the leaders of inclusive employment, from our Allyship Programme to Operation Hotton, to Welsh Language Standards and Know the Line Policy, we are constantly seeking new ways to create an environment for all to develop and thrive.

Main duties and responsibilities

- Maintain and develop close and collaborative relationships with colleagues, engage with and lead them in constructive communication to discern, negotiate, and prioritise requirements, and translate them into technical code (e.g. SQL, Power BI, SSRS)

- Identify, recommend, and implement BI and Data Warehouse (DW) initiatives resulting from the impact of changes to business/counting rules, or existing ETL processes from various data sources.

- Write ELT (extract, load, transform) scripts and code to ensure the ELT process performs optimally.

- Re-engineer manual data flows to enable scaling and repeatable use.

- Maintain and improve the IOPC's BI reporting systems capacity and capability by developing and deploying software (code) in support of business requirements and best practice.

- Maintain the document library (version control etc.) and produce the appropriate support and guidance materials.

- Ability to influence key stakeholders on how to make the most of BI tools to better report on IOPC organisational performance, providing them with expert guidance regarding data, processes and best practice, and enhancing their user experience.

- Supporting administration of Power BI apps and the resolution of problems and incidents relating to the BI platform and EDW.

- Managing UAT of changes and additions to BI objects.

Person specification

Essential Experience

- Hands-on experience of SQL, and BI platforms, such as Power BI, SSRS and Report Builder. Familiarity with the Azure platform.

- Experience in BI and system analysis and understanding of data warehousing methodologies, such as Data Vault, Snowflake and Star Schemas, and ability to translate technical BI concepts into business terms for user and super-users.

- Excellent listener, with the ability to elicit requirements from key stakeholders, analysing and translating these into new production code according to time and quality factors. Strong customer focus and experience of building strong working relationships with stakeholders and end users.

- Experience of working in a secure environment.

- Ability to work collaboratively as part of a team, but confident to work independently when required.

- Communication skills.

- Positive can-do attitude and flexibility of approach.

Desirable

- Experience of working with outsourced IT service delivery teams and awareness of ITIL incident and problem management principles.

- Familiarity and awareness of case management systems and working knowledge of one or more of the IOPC's corporate applications such as SharePoint.

- Awareness of the legal issues relating to IS/IT e.g. Data Protection, Freedom of Information and Computer Misuse Acts, copyright, intellectual property rights.

- Ability to undertake BI systems administration.

- Knowledge of Python.

Skills and Abilities

Reasonable adjustments

The IOPC is a diverse and inclusive workplace and we want to help you demonstrate your full potential whatever type of assessment is used. We are open to providing you with the tools you need to succeed, from extra time to formatting changes, to name a mere few. If you require any reasonable adjustments to our recruitment process, please email humanresources@policeconduct.gov.uk

Working conditions

Making the IOPC a great place to work is one of our key priorities. We are pleased to offer a unique hybrid working model based on business needs, balanced with the needs of our colleagues. Our business need framework guides our decisions about when it is best to work onsite (in our offices or other appropriate locations) to complete tasks most effectively or when to work remotely, offering colleagues flexibility to work where they feel most productive and supporting work-life balance. The model also encourages staff to feel welcome at the IOPC by ensuring we have opportunities to work face-to-face as teams.

Preparation checklist

☐   Review the full job description

☐   Review the behaviours and the descriptors for each behaviour

☐   Review the Strengths dictionary

☐   Review the IOPC values

☐   Consider your Strengths (if applicable)

☐   Consider drafting example answers that cover the specific elements

☐   Prepare some questions to ask the interviewers