**Providing clarity; building trust. A job that matters**

**Job Title:** Data Engineer - Hybrid working

**Salary:** £44,340 (including London Weighting)

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

**Duration:** Permanent

# Your role

As a completely independent organisation, the IOPC seek to uphold the rights of the public and investigate the most [serious matters](https://www.policeconduct.gov.uk/research-and-learning/key-areas-work), including deaths following police contact, to promote learning and influence change in policing. The IOPC is an organisation steeped in history, influenced by significant figures such as Stephen Lawrence and Sir William Macpherson. We are looking for people to uphold our core values, and in return we will give you a supportive and inclusive work environment to flourish in.

As a Data Engineer you will be welcomed into a dynamic and inclusive team working to improve and maintain the IOPC’s BI reporting capacity. 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 Business Intelligence, allowing you to develop your mindset and approaches to contribute to improving the police complaints system in England and Wales.

Anticipated assessment and interview dates are week commencing 27th March 2023.

Due to high volume of applicants we reserve the right to close the application early. Applicants are encouraged to submit their application as soon as possible.

# What you will need

* 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
* Hands-on experience of BI platforms, such as Power BI, SSRS and Report Builder, of writing languages such as SQL and Python, and familiarity with the Azure platform
* Familiarity and awareness of case management systems and working knowledge of one or more of the IOPC’s corporate applications such as SharePoint or Trim
* Experience of working with outsourced IT service delivery teams and awareness of ITIL incident and problem management principles
* 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
* 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
* Ability to work as part of a team but under their own steam
* Communication skills
* Positive can-do attitude and flexibility of approach.

# What we offer

* 27.5 days paid annual leave (increasing with service to 32.5 days)
* Options to carry over, buy or sell annual leave
* Civil Service pension
* PAM employee assistance programme
* Access to Civil Service Sports Council (CSSC) membership
* Staff networks focused on each of the protected characteristics – run for staff, by staff
* Learning and development tailored to your role
* An environment with flexible working options
* A culture encouraging inclusion and diversity behaviours

We'll assess you against these Level 3 behaviours during the selection process:

* Changing and Improving
* Making Effective Decisions
* Communicating and Influencing
* Working Together
* Managing a Quality Service
* Delivering at Pace

This vacancy is using Success Profiles, to find out more, please click [here](https://www.gov.uk/government/publications/success-profiles?_ga=2.156185915.1692943174.1578577916-319911383.1576576754).

Throughout the recruitment process we will assess your Experience, Strengths, Technical skills, Ability and Values. As part of the application process you will be asked to complete four sift stage questions based on the essential criteria.

# Be yourself

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](https://race.bitc.org.uk/issues/racecharter) 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](https://www.policeconduct.gov.uk/recommendations/operation-hotton-recommendations-metropolitan-police-service-september-2021), to [Welsh Language Standards](https://www.policeconduct.gov.uk/who-we-are/equality-and-diversity/welsh-language-standards) and Know the Line Policy, we are constantly seeking new ways to create an environment for all to develop and thrive.

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# Additional information

The IOPC is not eligible to participate in the Civil Service transfer process, therefore successful candidates will not be able to transfer to the IOPC on their existing terms and conditions. The IOPC does not participate in the UK Visa Sponsorship Scheme therefore, candidates will have to provide evidence of their Right to Work in the UK if offered a role with us.

In line with the new Recruitment and Selection Policy, we recommend that internal colleagues make an early application within the first seven days, so that we can see if there is enough interest within the organisation to keep the role internal for the full advert live period. Remember, we will review the number of applications after the first seven days, where the role may be advertised externally after this period. See the [Recruitment and Selection Policy or Guidance](http://ihome.guardian.gov.uk/work/human_resources_pol/Pages/default.aspx) for further information.

This role is exempt from the *Rehabilitation of Offenders Act 1974*, therefore a standard Disclosure and Barring Service (DBS) check will be carried out for the successful candidate during the pre-employment process.

# Reasonable adjustment

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](mailto:humanresources@policeconduct.gov.uk)

Complete the “Additional requirements” section of your application form to tell us what changes or help you might need further on in the recruitment process.

# Hybrid Working

This role offers flexible locations, however, there is an expectation to attend your chosen office. Details can be discussed at the interview with the hiring manager.