

## Job Summary

We are seeking a skilled and proactive Mid-Level Data and BI Engineer to join our team. This role involves solving moderately complex technical challenges, contributing to cross-functional collaboration, and mentoring junior developers. The ideal candidate demonstrates strong problem-solving skills, technical proficiency, and a commitment to continuous improvement and team success.

## Key Responsibilities

### Innovation & Complexity

- **Analyzing and Interpreting Logs/Data:** Use logs, metrics, or monitoring tools to diagnose and resolve issues.
- **Troubleshooting Moderately Complex Issues:** Investigate and resolve issues that span multiple components or involve unclear root causes.
- **Participating in Post-Mortems or Retrospectives:** Contribute insights on root causes and suggest preventive measures.
- **Documenting Problem-Solving Approaches:** Record solutions to recurring or moderately complex issues for future reference.
- **Enhancing Existing Features:** Recommend and implement improvements to existing features based on user feedback or performance data.
- **Proposing Process Improvements:** Identify inefficiencies in development or deployment workflows and suggest enhancements.
- **Cross-Team Collaboration for Issue Resolution:** Work with QA, DevOps, or Product teams to resolve issues that span job functions.
- **Responding to Internal/External Inquiries:** Address questions or issues from other teams or clients with clear explanations.

### Knowledge & Experience

- **Testing Strategy:** Implement unit, integration, and end-to-end (E2E) tests.
- **DevOps Familiarity:** Use CI/CD pipelines, containers, and cloud tools.
- **Problem Solving:** Debug and resolve complex issues.
- **Code Quality & Reviews:** Write clean code and review peers' work.
- **Documentation & Standards:** Maintain technical documentation and enforce coding standards.

- **Technical Proficiency:** Work with multiple languages, frameworks, and design patterns.
- **Feature Ownership:** Design and implement medium to complex features.
- **Mentorship:** Guide junior developers and share expertise.
- **System Design Contribution:** Participate in architectural discussions and suggest improvements.
- **Security & Performance:** Apply security best practices and optimize performance.
- **Cross-Team Collaboration:** Work with product, QA, and design teams.

### Leadership

- **Task Ownership:** Take full responsibility for assigned features or modules.
- **Process Improvement:** Suggest and help implement improvements to team workflows.
- **Cultural Contribution:** Participate in and promote team-building and inclusion initiatives.
- **Mentorship & Coaching:** Support junior developers through code reviews, pair programming, and guidance.
- **Talent Development:** Identify and pursue personal growth opportunities; support others' growth.
- **Communication & Influence:** Communicate technical ideas clearly and influence decisions when appropriate.
- **Constructive Feedback:** Provide and receive feedback in a respectful, growth-oriented manner.
- **Conflict Navigation:** Address minor conflicts or misalignments constructively.
- **Team Engagement:** Actively participate in team rituals (stand-ups, retrospectives, planning).

### Organizational Impact

- **Tooling and Automation:** Create or improve internal tools and scripts to automate repetitive tasks.
- **Debugging and Performance Optimization:** Investigate and resolve non-trivial bugs and performance issues.

- **Code Review and Mentorship:** Review code written by junior developers and provide constructive feedback.
- **Cross-Team Collaboration:** Collaborate with QA, DevOps, and Product teams to ensure smooth delivery.
- **Technical Documentation:** Write and maintain technical documentation for modules, APIs, and workflows.
- **Designing and Implementing Features:** Develop medium-complexity features from design to deployment, following team standards.
- **Learning and Upskilling:** Stay updated with new technologies and propose improvements to existing systems.
- **Participating in Sprint Planning and Estimation:** Contribute to sprint planning by estimating tasks and identifying dependencies.

### Communication

- **Supporting Cross-Functional Collaboration:** Coordinate with QA, DevOps, or Product teams to align on deliverables.
- **Writing and Sharing Technical Proposals:** Draft and circulate design documents or RFCs for peer review.
- **Influencing Technical Decisions:** Advocate for best practices or improvements in team processes or tools.
- **Mentoring Junior Developers:** Provide guidance and feedback to less experienced team members.
- **Leading Demos or Knowledge Shares:** Present completed work or new tools to the team or stakeholders.
- **Gathering Requirements from Stakeholders:** Meet with stakeholders or clients to clarify feature needs and expectations.
- **Regular Syncs with Manager and Peers:** Participate in regular check-ins to discuss progress, blockers, and ideas.
- **Presenting Technical Solutions:** Share proposed solutions or designs with stakeholders for feedback.

### Skills:

- Strong database design, data warehousing, and data development experience.

- Expertise in optimising data models to enhance data quality and performance, with a strong focus on delivering clear, effective data presentation and reporting through Power BI.
- Strong SQL knowledge, including writing complex queries, optimizing performance, and working with large datasets.
- Proven ability in solution and data design with strong understanding of industry standards across data and BI, including ETL/ELT, data, dimensional modelling, data mesh, data products, reporting, and visualisation. Experience in large-scale solution design and architecture is preferred.
- Working knowledge of at least one cloud platform such as Amazon AWS or Microsoft Azure.
- Practical experience with Continuous Integration / Continuous Deployment (CI/CD) and solid understanding of DevOps principles.
- Working knowledge of Python, ideally in connection with AWS services.
- Working knowledge of AWS services including Glue, S3, Spark, EventBridge, and experience building ETL processes within AWS.

**Desirable Skills:**

- Experience with Dremio, MS SQL Server, PostgreSQL, AWS Glue, Python, C#, Snowflake
- Insurance/Reinsurance knowledge.