



Position Description

Position title:	Data Engineer	Date:	August 2024
Reports to:	Head of Data & Analytics	Department:	Digital Services
Number of reports:	Direct: 0 Total (include indirect): 0	Location:	Auckland
Delegated financial authority:	N/A	Budget ownership:	No
Level of influence:	Leading self		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Role Purpose

The Data Engineer is responsible for engineering and maintaining the data infrastructure and pipelines to facilitate efficient data processing, storage, and retrieval.

The role will create data models and database schemas, develop ELT/ETL processes, optimise data performance, ensure data quality, security, and governance while integrating third-party data sources and APIs.

This role's work enables data-driven decision-making and collaboration with cross-functional teams to unleash SCHL's data potential.

Key Relationships

Internal

- Head of D&A and team (in particular the Data Architect) – your boss and team colleagues.
- D&A team customers & stakeholders – your customers & stakeholders.
- Digital Services Leadership Team – other IT systems integration.
- Functional leaders across National Support Office – build and maintain excellent working relationships with key stakeholders.
- Chief of Quality & Risk – data privacy and clinical governance compliance.
- Head of Cyber Security – ensure vendors, technologies and data management practices comply with cyber security requirements.

External

- Specific key vendor relationships include:
 - Azure.
 - Snowflake.
 - Tableau.
- Southern Cross Health Insurance – organisational alignment and opportunities to collaborate.
- Sector –peer network; keeping abreast of technology advancements and opportunities.

Key Accountabilities

Data Modelling & Pipelines

- Engineer data models and schemas that optimise data storage, retrieval, and processing performance.
- Collaborate with data stakeholders to understand data requirements and translate them into effective data structures.
- Engineer and maintain efficient and reliable data pipelines, from various sources, to the data platform.
- Implement data integration solutions that facilitate the seamless flow of data between different systems and platforms.

Data Transformation & Integration

- Engineer ELT/ETL processes to cleanse, enrich, and transform raw data into a usable format for analysis and reporting.
- Ensure data quality and consistency throughout the ELT/ETL workflow.
- Integrate third-party data sources and APIs into the data ecosystem to enrich existing data sets and enhance data insights.
- Develop APIs to enable data access for internal and external stakeholders.

Data Platform Management

- Manage data platforms (warehouses & lakes etc) to store and organise structured and unstructured data efficiently.
- Monitor, analyse, and optimise, data platform performance and conduct regular hygiene tasks to ultimately improve data processing speed and efficiency.
- Monitor data pipelines and ELT/ETL workflows to identify and resolve data-related issues in a timely manner.
- Implement data versioning and backup strategies to safeguard critical data assets.
- Conduct performance tuning and optimisation of data processes to ensure fast and efficient data retrieval and processing.
- Conduct capacity planning and scalability assessments to ensure the data platform can support future growth and data volume.

Data Security

- Apply best practices and industry standards to ensure data security and compliance with data management policies.
- Implement access controls and encryption methods to protect sensitive data.

Head of D&A Support

- Any other duties from time to time as requested by Head of D&A.

Note: These duties may change from time to time to meet operational or other requirements.

Health, Safety and Wellbeing

- All employees are responsible for complying with health and safety policies and procedures.
- You are responsible for your own health and safety while at work and ensure that your actions or inactions do not put others at risk.
- You will identify report and self-manage hazards where appropriate.
- Ensure that you complete early and accurate reporting of incidents at work.
- Participate and co-operate for shared health and safety responsibilities
- Actively participate where improvements to health and safety at SCHL can be made

Commitment to the principles of Te Tiriti o Waitangi

- Demonstrates awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships.

Commitment to Diversity, Equity and Inclusion (DEI)

- Honour diversity by acknowledging and respecting others spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships.
- Seeks opportunities to include diversity, equity and inclusion practices in everyday work.

Commitment to the Environment, Social and Governance (ESG)

- Engages in sustainable practices whenever possible. Employee tries to reduce the environmental impact of their work and take an active role to initiate change to meet Southern Cross's ESG (Environmental, Social and Governance) commitments.
- Employee actively engages to improve their knowledge regarding sustainable practices whenever possible.

Vision

Our vision is for what we aspire.

To help people live their best lives by reimagining healthcare.

Purpose

Our purpose is why we exist.

To advance the provision of quality healthcare in Aotearoa New Zealand.

Values and Behaviours

Teamwork: We will work together because we know that a strong team will always outperform strong individuals.

Responsibility: We will take ownership and pride in our work. We will act with integrity and be accountable for our behaviour.

Respect: We will act fairly in a culture of mutual trust and respect.

Aspiration: We will aspire to be the best we can be. We will recognise and celebrate success.

Education, Knowledge, and Skill Requirements

Minimum experience required:

- Proven experience as a Data Engineer (6 years) with a focus on cloud data platforms, building data models and pipelines.
- Expert knowledge of data modelling, data warehousing, and database management systems.
- Expertise in variety of programming languages and D&A tools; Snowflake, Azure, Dbt, skills are essential.

Experience desirable:

- Expertise in cloud-based data solutions and data engineering in the cloud.
- Understanding of data security, data governance, and data quality best practices.
- Excellent problem-solving and analytical skills.
- Ability to work in a collaborative team environment and communicate effectively.
- Strategic thinking and a passion for staying updated with data-related advancements.

Minimum education and training required:

- Bachelor's or Master's degree in Computer Science, Information Technology, or a related field.

Personal characteristics

- Excellent interpersonal and communication skills
- Consistency and determination in working towards goals
- Adaptability and flexibility
- Proactive
- Leadership Skills