

Senior Data Engineer

Role Reports to	IT Director
Full/Part Time	Full time
Location	Summertown, Oxford, with flexibility for WFH

About Diligencia

Diligencia is a specialist information services provider, focused on due diligence solutions and corporate intelligence across Africa and the wider Middle East. Established in 2008, we use advanced technology and human insight to gather and compile high quality legal entity data in territories where public domain information is not readily available. This data acts both as a foundation for our clients' KYC and due diligence activities as well as our own investigative research; the data and insight we provide informs opinions and accelerates our clients' decisions.

Headquartered in Oxford, Diligencia has offices in Tangier, Morocco, and Dubai in the UAE, coordinating our data gathering activities across emerging markets. Our vision is to bring clarity to a region poorly served by reliable and accessible public record information.

What we believe in

- Clarity – our guiding philosophy informing everything we do, from the quality of our information, how we communicate and what we enable our clients with i.e., enabling clarity in their decision making
- Authenticity – our information is authentic because we have gone back to original and official data sources to establish unequivocal facts. We also strive to be authentic, open, and honest in our relationships with each other internally, and the clients and partners we work closely with; we provide information on emerging markets, which we believe should be easily and openly accessible to everyone
- Tenacity – we have had to work hard to build our database, tying together data from several different sources, sometimes entering it manually. Our company history therefore speaks of tenacity, the same kind of tenacity and attention to detail all our employees show when they go about their research
- Relationships – the relationships between the subjects on our database unlock the power of our information; the relationships we have with our clients, our employees, our suppliers, and our host governments are also key to our future success.

Job purpose

Due to our continued success in our online platform, we are expanding our portfolio to increase our current offerings adding more products to our corporate intelligence and due diligence solutions.

We have a new and exciting opportunity for Senior Data Engineer to join the team based at our Head Office in Oxford.

This opportunity is to work with our Data & BI Team scoping out new potential developments and redevelopments of our data platform used by our clients. We are striving to digitally transform all areas of the company and require a strong, capable, and structured Senior Data Engineer to help achieve this. Our data capabilities are predominantly in cloud supporting all areas of the business.

Main accountabilities

- Responsible for developing and maintaining existing data platform in the cloud
- Perform analysis of proposed information requests and collaborate with the business units to drive enterprise reporting
- Write scripts for importing and exporting data into enterprise applications, maintaining the integrity of the data across the applications
- Use enterprise report writing tools to extract data and share information for automated reporting in compliance with regulatory guidelines
- Always strive to meet corporate goals and look for opportunities to use technology to do so
- Select the best technology solutions for business problems
- Ensure pristine data quality in all delivered solutions
- Provide solid documentation on all design and coding projects
- Maintain confidentiality of the information being processed, stored, or accessed by the end-users on the network
- Ensure that the data architecture is scalable and maintainable
- Design, implement, and continuously expand data acquisition by performing extraction, transformation, and loading activities
- Build, debug, monitor and troubleshoot databases and ETL processes to ensure optimal performance, reliability, and integrity
- Design, develop and maintain data stores (data warehouses, data marts and related information repositories) to support organisational reporting, analytics, and integrations
- Translate business needs to technical specifications for BI
- Design, implement, monitor, and maintain BI environments and database servers to meet usage and performance demands
- Establish performance and reliability metrics for all data stores, reports, dashboards, and analytics tools

- Design, implement and tune relational queries, stored procedures, and table valued functions for optimal performance and reliability
- Create and maintain supporting documentation including data dictionaries, data flows and database schemas necessary to document database environments and ensure maintainability
- Collaborate with developers, product owners and business analysts in conceptualising, designing, and developing new database applications, modules, and enhancements
- Assist with the design and development of data schemas and definitions to support Business Intelligence and Data Warehousing requirements
- Follow and maintain data security policies and practices

This job description provides an indication of the role and responsibilities but should not be construed as an exhaustive list of duties that the post holder may be asked to undertake.

Requirements specific to the role

You will have:

- A minimum of a BSc/BA in Computer Science or a related field
- Proven technical ability and can 'roll up their sleeves and get involved' as needed
- ETL & data management and best practices
- Excellent Microsoft SQL Server (2014), SSIS and SSRS skills
- Architectural strategy and design experience, ideally in MS Azure Data Warehousing/SQL with any NoSQL experience will be an added advantage
- Experience in working with various BI tools including Power BI, QuickSight etc
- Experience of working with very large volumes of data
- Ability to deliver in a fast paced and demanding environment
- Strong working knowledge of data protection regulations and data security
- Familiarity with SCRUM / Agile development methods
- Proven analytical and problem-solving abilities. Ability to assimilate information and quickly discern the most relevant facts and recommend the quickest, most practical design solution
- Strong logical/analytical skills with a keen ability to anticipate and avoid problems
- Ability to work with architects to define and implement migration strategies from legacy systems to new architecture and technologies

- Experience to work well within a team environment and have the will and the ability to succeed in an environment that includes offshore development
- Ability to work within tight deadlines and effectively prioritize and execute tasks in a high-pressure environment
- Outstanding communication skills (verbal and written) and an ability to communicate with internal and external customers and all levels of management, including communicating technical information to nontechnical audiences
- Attention to detail and the ability to manage several tasks at once
- Excellent understanding of coding methods and best practices. The software engineer's code must be worthy of being held up as an example for others to follow, in terms of readability, consistency, adherence to standards, and performance
- Ability to recognise good opportunities for code reuse and ensures that the code is designed and implemented accordingly
- Ability to design, validate and execute software test plans
- Strong listening skills: ability to capture requirements expressed in design meetings
- Flexible and adaptable approach to learning and understanding new technologies
- High self-motivation
- Developed negotiation and persuasion skills; ability to facilitate consensus among a diverse group of stakeholders

Experience / skills regarded as ideal but not essential

- Experience in a BI/Data Warehouse environment with involvement in design and architecture
- Experience developing ETL solutions utilizing SSIS including Requirement Gathering, Analysis, Design, Development, and Implementation of Enterprise solutions
- Excellent command and understanding of Dynamic and Advanced SQL queries in MS SQL Server 2012, and extensively experienced with SQL / T-SQL / SSIS / SSRS
- Excellent Programming experience in writing Complex Stored Procedures, Queries, Views, User Defined Functions, Cursors and Common Table Expressions using T-SQL
- Experience in Performance Tuning and Query Optimization by Indexing, Partitioning and Denormalisation
- Expert in creating tables, indexes, keys, constraints, and triggers to facilitate efficient data manipulation, integration, and consistency
- Excellent understanding of Entity-Relationship/Multidimensional Data Modelling (Star schema, Snowflake schema), Data Warehouse Life Cycle and SQL Server Analysis Services (SSAS)

- Extensively worked on Design, Development, Deployment & Maintenance of ETL process using SSIS to Extract, Transform and Load (ETL) data from different sources (Flat/Excel/Access/XML/SQL/Oracle) to different targets (DB/Files)
- Experience in creating master and child packages, package configurations, logging and in using variables and expressions in packages
- Experience in Data Extraction, Transforming and Loading (ETL) between Homogenous and Heterogeneous System (Oracle preferred) using SQL tools and utilities (SSIS and Bulk Insert)
- Worked with tabular reports, matrix reports, parameterised reports according to business requirements in time restricted environment using SQL server reporting services (SSRS)
- Experience in creating Jobs, Alerts, SQL Mail Agent, and scheduling DTS Packages
- Experience working in an Agile Environment
- Highly committed, motivated and a natural team player with strong analytical ability
- Expert in developing Data Marts, Data warehousing, Operational Data Store (ODS), calculation scripts, data matrix, OLAP, Star Schema Modelling, Snow-Flake Modelling, facts, dimensions, partitions, Tables using MS Analysis Services 2012/2008R2
- Experience working with offshore teams preferred
- Experience writing technical specifications for work to be performed by other developers
- Development experience in Transact SQL / C# with good software methodology/practices
- Informatica, Talend, Azure SQL Server, NoSQL Databases including MongoDB, DynamoDB etc experience helpful but not required
- Excellent planning, communication, and stakeholder management skills
- High levels of the following key competencies:
 - Planning
 - Time management
 - People management
 - Problem solving
 - Attention to detail
 - Communication
 - Negotiation
 - Conflict management

Benefits

Diligencia is a forward-thinking company which offers a generous package, including:

- Competitive base salary
- Discretionary performance bonus



- Entry into the Enterprise Management Incentive (EMI) share option scheme
- Life assurance at 4x salary
- Contributory workplace pension scheme (4% employee, 6% employer)
- 25 days annual leave
- Private health scheme

How to apply

Please send a copy of your CV and a covering letter to careers@diligenciagroup.com

All applications need to be received by the close of business on 10 January 2022.