

# Position Description

## Data Analytics Engineer



The Cooperative Bank

### Our purpose

Our long-term aspirations are to develop more long-term value-based relationships with our customers, and for our people to grow and develop so that they are better off working at the Co-operative.

### Our values

Our values represent who we are, how we think, and how we behave to bring these to life every day. You'll demonstrate behaviours that define our core values and support an inclusive culture with a strong teamwork spirit.



### About the team

The Payments, Core and Data team plays a crucial role in driving The Co-operative Bank's strategic transformation. This team is responsible for modernising and maintaining our payments, data and core banking platforms to ensure they are secure, scalable, and aligned with our strategic aspirations. Working collaboratively with stakeholders across the organisation, the team translates business needs into innovative technology solutions that support growth, compliance, and customer value.

The team is part of The Co-operative Bank's Technology and Change team, which is responsible for delivering innovative, secure, and customer-focused technology solutions. Our team plays a crucial role in ensuring the Bank can make data-driven decisions, provide personalised customer experiences, and drive operational efficiency through the smart use of data and AI.

### Purpose of this position

As a Data Engineer, you will work in a team of data professionals - optimising and enhancing our data pipelines, building and maintaining data solutions across the organisation whilst focussing on achieving high levels of accuracy and automation. A key part of this will be understanding the

data in our source systems and that coming from external providers, modelling and ingesting it into warehouses and reporting systems while ensuring that there is consistency in naming, rules, semantics and security to meet the needs of the data consumers.

The role covers full development lifecycle activities including the analysis, design, build, refinement, test and rollout of data solutions. These solutions must be reliable and maintainable while supporting an appealing, consistent and fast experience for our staff and customers.

Position reports to: Data Platforms Lead

### Challenges and opportunities of this role

- Re-architecting data platforms: Drive the modernisation, migration and adoption of the Bank’s data platforms.
- Team: Support the Data Platforms Lead and colleagues to build a “future-ready” modern data team and platforms in the Bank, while delivering to immediate & BAU data requirements.
- Core Replacement: Work closely with the **Data Platforms Lead**, the **Head of Payments, Core and Data** and the **Core Replacement Team** to deliver our core replacement program. Identify impacted data models, develop migration strategies and ensure seamless data transition.
- Data Governance: Work with the wider Data team to define best practice data governance to manage the availability, integrity and security of the data.
- Development of a data-led culture: Support the achievement of a data-led culture, through wide acceptance of the data strategy, high confidence in data quality and accuracy, and a deep understanding of where value is created for the Bank.
- Supporting change: Support the Bank in its data maturity journey by delivering value early with high priority organisational requirements or opportunities (e.g. joining customer data points, risk reporting, automation etc.). Shift the maturity of the test and release process whilst maintaining the balance for the need for speed of delivery with accuracy and governance

### How you will contribute:

What you’ll do	Success will mean
<b>Data Engineering</b>	
<p>Work with stakeholders to understand, challenge and refine data requirements.</p> <p>Design, build, test and deploy modern data solutions using mature practices such as DevOps, CI/CD pipelines, source control and automated testing.</p>	<ul style="list-style-type: none"> <li>• Delivery of robust, accurate and timely data processes and solutions that meet user requirements</li> <li>• Delivered solutions are accurate and peer-reviewed. Data is tested for accuracy. Appropriate reconciliation and monitoring solutions are in place.</li> </ul>

What you'll do	Success will mean
<p>Ensure that development, testing &amp; productionising of code is done to the highest standards and reflects best practice.</p>	
<p><b>Data Modelling &amp; Integration</b></p>	
<p>Bring new data into the Data Warehouse from a variety of databases, files and services. Ensure that the Extract and Load processes have efficient input and output reducing the load on the data warehouse.</p> <p>Apply transformation to new and existing data to fit into a structured data model as defined and agreed to balance the needs of the users and the efficiency of the data warehouse.</p> <p>Ensure that existing systems have well modelled and understood data.</p>	<ul style="list-style-type: none"> <li>• Data presented in a logical state for either analysis, querying or visualization as appropriate for easy access to data by stakeholders.</li> <li>• Clear data lineage with documented business rules.</li> <li>• Limited duplication across the data warehouse.</li> <li>• Auditability of changes across the data warehouse and all releases fully tested.</li> </ul>
<p><b>Data Architecture and Migration</b></p>	
<p>Work with engineers and architects to design and build the Bank's new data architecture (Snowflake, dbt, Azure DevOps and Power BI), so it is fit for current &amp; future data needs. Develop and implement migration plans to seamlessly transition from current to new architectures.</p>	<ul style="list-style-type: none"> <li>• A modern and integrated data architecture is in place, delivering quality data products aligned to the data strategy vision.</li> </ul>
<p><b>Data Governance, Risk, and Compliance</b></p>	
<p>Ensure robust data governance practices and flowed for data quality, integrity, and security.</p> <p>Promote a data stewardship culture across the bank to drive accountability and support compliance with regulatory requirements.</p>	<ul style="list-style-type: none"> <li>• Input into the development and maintenance of a robust data governance framework, ensuring data quality, integrity, security, and compliance with regulatory requirements.</li> <li>• Drive a data stewardship culture, ensuring that data is treated as a strategic asset across the bank.</li> <li>• Collaborate with risk, compliance, and legal teams to uphold data privacy, ethical AI use, and security best practice.</li> </ul>

What you'll do	Success will mean
<b>Healthy and safe work environments</b>	
<p>Follow all health and safety policies, standards, emergency procedures and plans.</p> <p>Participate in health and safety activities, training and meetings as required.</p> <p>Reports hazards, near misses, injuries, incidents, and ideas for continuous improvement.</p> <p>Cease work if an unsafe situation arises and seek assistance.</p>	<ul style="list-style-type: none"> <li>• Having healthy and safe ways of working.</li> <li>• All workers feel empowered to and aware of opportunities to participate in health and safety activities.</li> <li>• Our people can easily report hazards, near misses, injuries, incidents, and ideas for continuous improvement.</li> <li>• Workers stop work if they feel unsafe and connect with their people leader or other workers for assistance.</li> </ul>

### Decision making and responsibilities

**a) Decisions and/or financial accountabilities:**

- None.

**b) Actions and decisions that are recommended to a higher level of management for approval:**

- Data architecture and design of data products.
- Recommendations for strategic investments in data.
- Significant changes to data governance frameworks or risk management approaches.

### Qualifications and experience

- Ideally tertiary qualified/working towards a tertiary qualification in information systems (or other relevant qualification).
- Role requires 5+ years' experience in data engineering or similar data role.
- Modern data engineering tooling - Snowflake, dbt, SQL, Python. Cloud tooling preferably AWS. Familiarity with AWS Lambda would be a bonus.
- Very strong SQL experience, including the ability to write complex T-SQL queries, stored procedures, ETL development in SSIS or dbt desirable.
- Data analytics techniques and an in-depth understanding of data warehousing concepts (including dimensional modelling).
- Working with a wide range of data sources including XML, JSON, Kafka, plus the ability to extract data from APIs. Python skills would be desirable.
- Experience deploying resources via Infrastructure as Code tooling such as Terraform or CloudFormation is desirable
- Experience with standard reporting tooling
- Understanding of banking regulations, operational processes is desirable.
- Ability to build strong, collaborative relationships with multiple business stakeholders.

## Skills and attributes

### Technical Skills

- Experience in data engineering, warehouse design and implementation, SQL relational database systems. Snowflake experience.
- Strong understanding in modern data best practice: Infrastructure as Code, Version Control (git), DevOps and CI/CD implementation.
- Expertise in data architecture and cloud-based data platforms.
- Experience designing and governing modern data ecosystems, ensuring security, compliance, and operational resilience.

### Personality Attributes

- Ability to influence, engage, and contribute to engineering excellence.
- Passion for using data to create meaningful customer experiences and improve financial well-being.
- Adaptable to changing needs, with a willingness to embrace new ideas and ways of working.
- Courageous and resilient in the face of challenges, with the confidence to lead change.

### Leadership Skills

You will be expected to demonstrate behaviours from our Leadership skills framework through your actions, the way you work and how you work with others.