

Lead Database & ETL Developer

Our vision is to create communities where everyone has a safe home in a place where they're proud to live. We're big and we're local. Residents are at the heart of all we do and we use our size to influence positive change in the areas where we operate.

It's also about living our values which are at the **HEART** of what we do. All colleagues are expected to demonstrate a commitment to our values through their behaviours, actions and words on a daily basis. As a valued member of the Southern Housing Team, you'll embrace our Values to inspire others as well as yourself to be

- **Honest**
- **Efficient**
- **Accountable**
- **Respectful**
- **Trusted**

You'll demonstrate our HEART values in your behaviours. You'll:

- Be authentic, open, and transparent in your actions and words.
- Believe that by working together we accomplish more, and work hard every day to improve services, efficiency, and value for money.
- Take responsibility for delivering excellence and own your own actions.
- Embrace difference, and put our residents, colleagues and our partners at the heart of all you do.
- Do what you say you will and be relied upon to keep your promises.

And, of course, show commitment to our approach to Equality Diversity & Inclusion, Health & Safety, Compliance and Code of Conduct policies and practices within Southern Housing.

The role

Manage data across our technology estate to ensure all source data systems are well maintained optimised and developed to high-quality development. Take ownership of data management, to ensure it remains consistent as it moves around our ecosystem.

Work as part of the data community of practice\Guild to ensure all data practices are understood and consistent.

Set organisational best practice and lead other users who manage data across the organisation

The location

You'll be based at one of our main offices in Sittingbourne, with the option for working in a hybrid way when appropriate and as agreed with your manager.

What you'll be doing

The key responsibilities of this role are to:

- Analyse end-user needs and design, test, and develop data warehouses
- Drive Automation through effective metadata management
- Become a data management evangelist, ensuring we get the best from our data assets.
- Develop technical workflows using different modelling techniques.
- Analyse, and translate business requirements in functional and non-function system requirements.
- Write test plans and user acceptance testing cases for quality assurance.
- Develop and maintain new and existing source data systems and data stores.
- Maintain a data test environment to ensure relevant data can be used to develop new functionality.
- Work with database administrators to design relational databases.
- Build design and coding standards to ensure consistency across applications.
- Create custom ad-hoc reports.
- Take part in reviews of own work colleagues' work.
- As required, assume accountability for co-ordination activities including demand planning; developer supervision; stakeholder management; requirement review and defect management
- Deliver technical visualisation of proposed database structures for approval by customers.
- Use knowledge of database concepts, object and data modelling to establish, modify or maintain a data model
- Provide 2nd line support and advice to users on the use of our systems
- Drive development through Agile sprint methodology. Working with other teams, guilds, and communities of practice where appropriate.
- Work within the development Community of practice, take a leading role in establishing common development practices across the community of practice.
- Follow organisational change and release processes, and ensure developments have appropriate quality control assurance in place.
- Peer to Peer code evaluation of other developers' work to ensure code consistency
- Mentor and lead others in development of data management across the organisation
- Own and resolve complex data issues in source systems and support the DBA to ensure we can deliver data effectively across our estate.
- Oversee all data management in source systems and data pipelines to identify areas for continual improvement.
- Take ownership of improving our data management alongside the data architect and wider data team.

What you'll need:

Skills, knowledge, experience, and abilities

- Strong experience with various Data Management architectures like Data Warehouse, Data Lake, Data Hub and the supporting processes like Data Integration, Governance, Metadata Management

- Strong experience in working with large, heterogeneous datasets in building and optimizing data pipelines, pipeline architectures and integrated datasets using traditional data integration technologies.
- Designing source data and data management principles.
- Demonstrated success in working with both IT and business while integrating analytics and data science output into business processes and workflows.
- experience in working with both open-source and commercial message queuing technologies
- Understanding of and experience with various software development lifecycle methodologies (e.g., Waterfall, Iterative, Agile).
- Excellent problem-solving skills.
- Must be detail-oriented and logical.
- Able to work with minimal supervision.
- .NET or java development skills
- SQL Server and Visual Studio Experience with translating business requirements into system functional and non-functional requirements
- Strong experience with popular database programming languages including SQL, PL/SQL, possibly extending to NoSQL/Hadoop oriented, and nonrelational databases.
- Development experience with any of the following technologies
 - Microsoft Dynamics CRM
 - Microsoft SharePoint

Leadership/Management

- Understands the “DevOps mentality” and works in a collaborative attitude with colleagues, sharing knowledge with other team members as appropriate.
- Able to manage your own workload while working on multiple projects with multiple priorities where priorities and circumstances often change.
- ability to work across multiple deployment environments including cloud, on-premises and hybrid
- Required to have the accessibility and ability to interface with, and gain the respect of, stakeholders at all levels and roles within the company.

Qualifications/professional development

- Relevant data management certification