

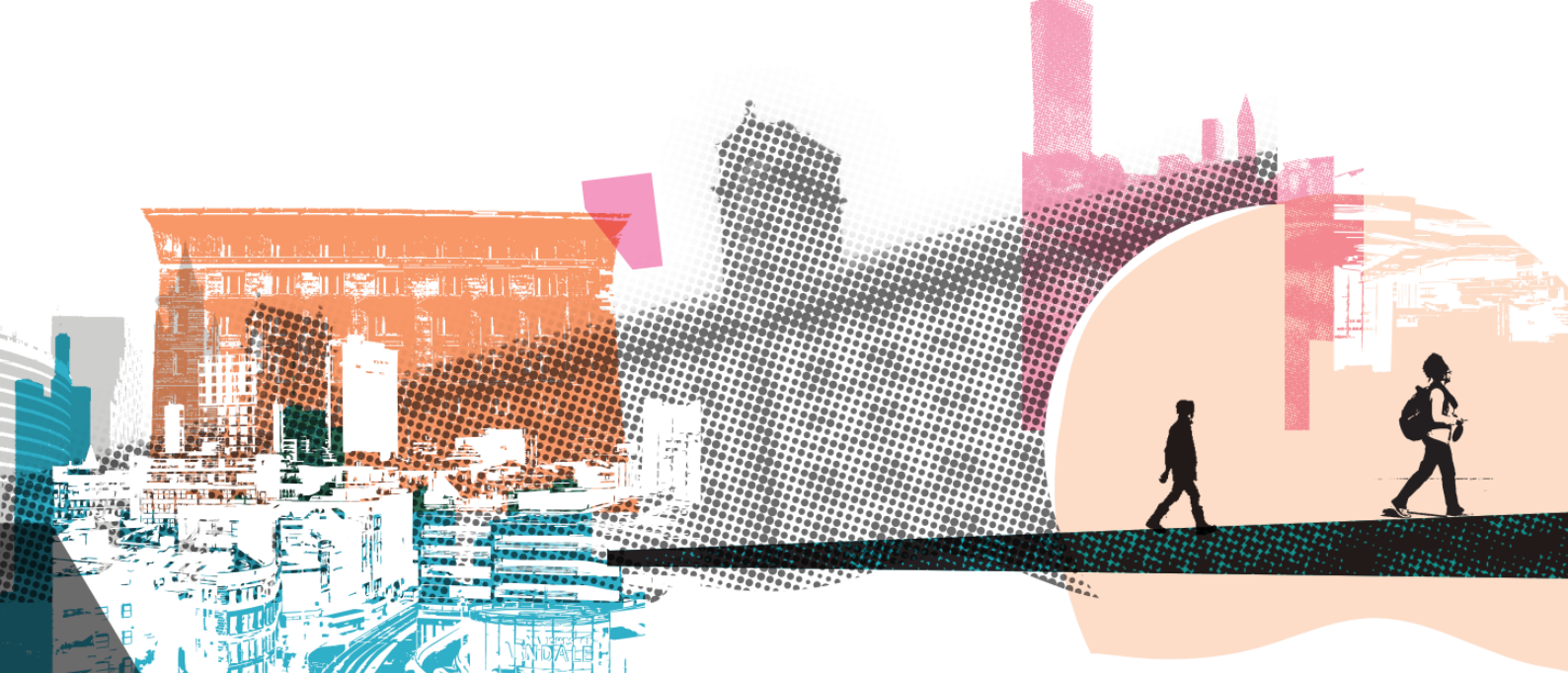
Recruitment pack

THE BIG LiFE GROUP



Data Engineer

This job changes lives



About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to-shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

Our values

- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

Working at Big Life

At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

Be yourself

We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

Benefits that matter

We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

Recognised as outstanding

We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

A culture of trust and flexibility

Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.



Job Description: Data Engineer

The basics

Salary

Competitive

Hours

Full-time, 35 hours per week (or part-time considered) on a permanent contract

Annual leave

25 days, increasing to 30 days after five years

Base

Zion Centre, 339 Stretford Road, Manchester, M15 4ZY. With the ability to work flexibly, from home.

Line manager

Data Analyst Manager

Closing date for applications

12 December, 2025

What you'll be doing

As our Data Engineer, you'll play a vital role in shaping how we use data across The Big Life Group. Working as part of a small and collaborative data team, you'll ensure that our data is reliable, secure, and accessible - helping us deliver insights that improve lives and services.

You'll work within our Azure environment, developing and maintaining the data warehouse, promoting data quality, and optimising performance. You'll collaborate with a range of teams - from developers and IT to operations and leadership - turning complex business needs into effective data solutions.

If you enjoy solving problems, building data infrastructure, and improving how organisations use information, this is an excellent opportunity to make a real impact while developing your own skills in a supportive and forward-thinking environment.

Main duties

1. Build strong relationships with internal teams, senior managers, and external stakeholders to understand data needs and support effective reporting and visualisation.
2. Develop and maintain robust data engineering processes in Azure, ensuring reliability, scalability, and security.
3. Deliver software development lifecycle processes within the Azure data warehouse, including source control, unit testing, CI/CD, and Infrastructure as Code (IaC).
4. Design and deliver an enterprise data model to support current and future analytical workloads.
5. Maintain and improve the performance and efficiency of the data warehouse environment.
6. Collaborate with development, applications, and IT teams to ensure high-quality, timely delivery of data-related projects.
7. Translate business needs into technical solutions, communicating clearly with both technical and non-technical audiences.
8. Identify gaps, ambiguities, or inefficiencies in business processes and propose data-driven solutions.
9. Promote best practice and consistency in data engineering and data management across Big Life Group.
10. Contribute to the continuous improvement of data tools, processes, and standards across the organisation.

Work-related expectations

1. Work within Big Life Group's mission and values.
2. Contribute to the development of Big Life Group's data strategy and capability.
3. Comply with information governance, security, and all Big Life Group policies.
4. Commit to personal development and attend relevant training or professional development activities.
5. Work in accordance with all relevant legislation and data protection regulations.
6. Participate in regular supervision and annual appraisal.
7. Maintain a proactive, positive, and flexible approach to work.
8. Undertake any other duties as required, appropriate to the post.

Person Specification: Data Engineer

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at an interview or through taking part in a test.

Experience

1. At least two years' experience as a Data Engineer.
2. Experience modelling and building enterprise data warehouses to support analytical workloads.
3. Experience using Azure services including Azure SQL Database, Data Factory, DevOps, Power BI, Dynamics CRM, and Blob Storage.
4. Experience of applying good software development lifecycle practices — including source control (git), CI/CD, testing and release.
5. Experience with machine learning or AI technologies is desirable.

Skills

1. Proficient in Azure SQL Database, Data Factory, DevOps, Power BI, Dynamics CRM, Blob Storage, and Python.
2. Strong problem-solving skills and adaptability.
3. Excellent communication skills, able to explain technical information to non-technical audiences.
4. Organised and able to manage multiple deadlines.
5. Ability to work both independently and collaboratively as part of a team.
6. Strong relationship management and stakeholder engagement skills.
7. Excellent attention to detail and accuracy.

Knowledge

1. Strong knowledge of data engineering and BI principles in Azure environments.
2. Understanding of data warehouse methodologies and relational database design.
3. Familiarity with MS Fabric and emerging data technologies is an advantage.
4. Awareness of information governance and data security best practices.

Education

1. Degree in Computer Science, Data Science or a related discipline, or equivalent experience.
2. Willingness to continue professional development through ongoing training and certifications.

Personal

1. Reliable, flexible, and proactive.

2. Professional, confident, and positive “can-do” attitude.
3. Non-judgemental and inclusive approach.
4. Commitment to Big Life Group’s ethos and values.
5. Attention to detail and pride in producing high-quality work.



THE BIG LiFE GROUP

We fight for equity –
in health, in wealth and in life.

thebiglifegroup.com