

# Data Engineer, (Junior to Senior Levels)

## Idox Geospatial

### UK Home Based

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### About the role

The Idox Geospatial Division has brought together four geospatial business units into a single combined entity to establish one of the largest geospatial businesses in the UK. The new division provides a compelling capability that covers the full geospatial lifecycle, from strategy and consultancy to powerful software and data as a service.

Geospatial data significantly underpins the division's current and future revenues. Within the Division's Data & Research Team, the **Data Engineer** role is responsible for designing, building and optimising our data pipelines and infrastructure, ensuring that the curation, delivery and value added use of our geospatial data catalogue is undertaken to a high quality.

Working with the 3 sub teams of Research & Innovation, Data Delivery and Data Management you will ensure we provide quality assured data products and services to our customers, maximising the potential for automation of our data pipelines, contributing to the development of new and existing data products and services and supporting our research and innovation projects.

Continuous improvement is key to our success and you will directly contribute to the enhancement of our systems and processes as well as the adoption of relevant standards.

You will contribute to our increased use and application of new technologies including Artificial Intelligence as we develop new data insight products and services as well as improve the automation of our pipelines and data collection systems.

In the role you will provide technical support, product development and testing, data management and support to our Products, Sales and Customer Operations teams. You will help to ensure our key service management commitments are fulfilled to high quality and performance standards as well as making sure that our technical documentation is well maintained.

The role provides a growth path from Junior to Senior levels.

### Key responsibilities

You will be assigned to one of the three subteams, though expected to work flexibly and in collaboration.

#### For All Levels

- Design, develop and maintain ETL pipelines for data ingestion, transformation, publication and delivery
- Automate, develop and continuously improve data processing procedures and pipelines
- Use cloud-based data platforms, infrastructure and modern data engineering, data management and geospatial technologies
- Provide technical support, guidance and advice for other divisional teams, partners and customers
- Ensure compliance with our operating procedures, quality management processes and relevant industry standards
- Develop and perform structured quality assurance and testing for existing and new data products
- Prepare and maintain documentation for our operating procedures, systems and infrastructure

- Liaison with third party data suppliers and partners
- Ensure adherence to appropriate information security, governance and security protocols for geospatial data
- Keep up to date with industry changes, opportunities, professional learning and development
- Adherence to Idox Information Security policies and protocols.

## **Level Specific Responsibilities**

### **Junior Data Engineer**

- Assist in building and debugging data pipelines
- Learn and apply best practices in data management
- Write and optimise SQL queries and Python scripts
- Assist with research, innovation, data projects and data product development
- Support the delivery and supply of data to customers
- Work under guidance from mid-level and senior data engineers.

### **Mid Level Data Engineer**

- Develop and optimise sustainable data workflows
- Implement data governance, monitoring and automation solutions
- Contribute to research, innovation, data projects and data product development
- Improve system performance and process efficiency
- Conduct code and quality reviews
- Identify and monitor operational risk
- Mentor and guide junior data engineers.

### **Senior Data Engineer**

- Work with stakeholders to define data requirements and solutions
- Architect and lead the design and development of data platforms, processes and pipelines
- Lead key initiatives in data infrastructure
- Lead research, innovation, data projects and data product development
- Manage and mitigate operational risk
- Lead data quality management activities
- Monitor and report on key performance indicators
- Lead and contribute to wider Idox Group geospatial initiatives
- Mentor and guide junior/mid-level engineers.

## **To be successful, you'll need to bring:**

- Degree or equivalent qualification in GIS, Remote Sensing, Computer Science or related field
- Practical experience with geospatial data management and data engineering
- A working knowledge of recognised geospatial data and metadata standards
- Expertise in spatial database technologies (PostGIS)
- A working knowledge of ETL tools (e.g. Safe FME, GDAL) and Python scripting
- Experience with geospatial web mapping and desktop GIS (e.g. ArcGIS, QGIS, GeoServer)
- Excellent verbal and written communication skills
- Ability to proactively engage with internal and external customers at all levels
- Good planning and organisational skills
- A focus on quality, best practice and attention to detail
- Ability to work well with others in multi-functional teams
- Ability to work independently with minimal supervision
- Ability to generate new ideas and solutions
- Aptitude for learning and applying new technologies.

## **Additional desirable qualities:**

- Familiarity with big data tools and architectures
- Experience with Python scripting
- Experience with Ordnance Survey mapping and data products
- Experience with public cloud infrastructures e.g. AWS, Azure, Google cloud.

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## About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments.

Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ 700+ staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

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## Our Values



### **Dynamism**

We shape our future



### **Responsibility**

We are accountable for our actions



### **Integrity**

We do the right thing



### **Valued**

We value each other



### **Excellence**

We set the benchmark for quality

# DRIVE

The core values taking us forward

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## Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

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## Our Benefits



### Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership and control of their working life. During the pandemic, all our employees successfully transitioned to remote working and we are open to conversations on work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



### Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



### Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



### Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



### Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



### Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



### Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

## How to apply

Please submit a CV, and a short cover letter (*maximum 500 words - including salary expectation, and current remuneration*) explaining why you feel you would be suited to this role to **join.us@idoxgroup.com**

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is in order to help us make safer recruitment decisions.

## Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>