

Job Description

Job Title:	Senior Data Engineer
Function:	Data and Insights
Reports to:	Head of Data & Insights
Last review date:	August 2026

He huanui orange mo ngā mokopuna whakatipuranga roto i ngā hapori heke iho, heke iho -
Setting the path of wellness in our communities for the early years, for generations to come.

Whānau Āwhina Plunket – who we are and what we are about

Whānau Āwhina Plunket is a charity organisation and the largest service supporting the health and wellbeing of tamariki under-five and their whānau in Aotearoa. We're proud to visit over 80% of all newborn babies in Aotearoa and to support pēpē, tamariki and their whānau.

We aim to be a cohesive and effective national organisation grounded in evidence and best practice, with the needs of New Zealand whānau and families at the centre of everything we do.

Our Whānau Āwhina Plunket Goals are:

Pae Ora: Healthy Futures:

- **Mauri Ora:** Healthy babies and children
- **Whānau Ora:** Healthy confident families
- **Wai Ora:** Healthy environments and connected communities

We are on a pro-equity journey where we strive to give life to Te Tiriti o Waitangi principles of Tino Rangatiratanga, partnership, active protection, equity and options in our mahi/work to ensure healthy tamariki, confident whānau and connected communities.

Whānau Āwhina Plunket Values

In this role you will be expected to operate in a way that embodies and demonstrates Whānau Āwhina Plunket values as follows:

- **Māia** – to be courageous and lean into discomfort and challenge as we walk the path of pro-equity
- **Tūhono** – to connect and stand in relationship in calm and safe spaces (āhuru Mōwai)
- **Manaaki** – to care, love, nurture, support and mana enhancing. Respects mana atua, mana tīpuna, mana whenua, mana tangata
- **Māhaki** – to be humble as we share our knowledge experience to understand and learn from each other and foster trust.

Overview of the Data and Insights Function

The Data and Insights team is part of the Transformation & Digital Group. Data and Insights works across Whānau Āwhina Plunket to deliver data, information and actionable insights to all levels of the organisation. The Data and Insights team ensure that information provided is timely, accurate and meets the needs of stakeholders both within the organisation and in the wider Health sector.

The Data and Insights team work to:

- Ensure that there is good data governance across relevant data
- Understand the work that the business units do, to proactively help them understand the data and provide insights based on the data
- Increase the capability of Whānau Āwhina Plunket's people to use and analyse data on their own
- Produce high quality data sets, data products, information products, reports and dashboards
- Provide insights into our clients and our organisational performance
- Create and manage relevant data repositories and tool sets.

Purpose of the Position

The purpose of the Data Engineer position is to provide technical leadership and hands-on engineering capability to maintain, improve and extend Whānau Āwhina Plunket's data warehouses, reporting artefacts, dashboards and data products. The role is expected to operate as an experienced technical specialist within our Azure Databricks, Azure Data Lake Storage Gen2 and Power BI Service environment, using a medallion architecture across raw, structured, curated and semantic layers.

The Data Engineer will work closely with Data & Insights partners, Digital, ICT Operations and business stakeholders to understand complex reporting requirements, provide technical design leadership for priority pipelines, validate outputs against agreed business rules, and ensure data products are reliable, well documented and fit for trusted reporting and decision-making.

Key Dimensions of the Position

Delegations: The position's full delegations are set out in the Schedule of Delegations and may be amended from time to time.

Functional relationships: *To follow are the main positions that this role will coordinate with; they are not meant or intended to be exhaustive, exclusive or limiting:*

Internal:

- Regional Operations Managers
- Corporate Services 'Head Of' and managers
- Partnerships and Community Development Managers
- Community Services Managers
- Regional Support Services Team Leader
- Clinical Services Manager
- Clinical Leaders
- Product Owners
- Digital Team members
- Analysts throughout the organisation
- ICT Operations

External:

- As needed to support delivery to external parties
- Vendors
- Plunket partners/allies

Key accountabilities

Responsibilities:

- Provide technical ownership for maintaining, improving and extending Data Warehouse and Data Products in Azure Databricks and Power BI Service:
 - Development of new ETL processes, tools and code
 - Maintenance and improvement of existing ETL processes, tools and code
 - Ensuring that the ETL processes run as expected and any errors or issues are addressed in a timely manner
 - Assess and maintain data integrity in data warehouses
 - Design and implement best practice data warehousing methodologies and structures
 - Documentation of all aspects of the Data Warehouse and Data Products
- Build reports and dashboards and automate scripts to support business requirements
- Manage and deliver data request including extraction of lists, running and monitoring of queries at regular intervals, while automating repeat tasks where appropriate
- Integrate data flows between various systems
- Build and maintain data pipelines across raw, structured, curated and semantic layers using Azure Databricks, Delta Lake, PySpark and Spark SQL.
- Design and implement medallion architecture patterns, dimensional models and semantic-layer datasets that support reliable downstream reporting and Power BI consumption.
- Implement data quality, reconciliation and testing approaches to confirm pipelines produce trusted outputs aligned to agreed business rules and reporting needs.
- Support appropriate governance, access control and lineage through Unity Catalog, and contribute to CI/CD and infrastructure-as-code practices for Databricks and Azure resources.
- Highlight opportunities and propose improvements
- Maintain expertise in Data Engineering and Data Warehousing technologies and methods.
- Work in an agile manner – complete tasks both strategically and reactively to respond to changes in our operating environment.
- Provide peer review and quality assurance for team members' work
- Set and promote engineering standards for data pipeline development, testing, documentation, deployment and operational support.
- Provide technical guidance, coaching and peer review to improve the quality, maintainability and consistency of data engineering work across the team.

Stakeholder Partnerships:

- Partner with internal customers and stakeholders to understand the data and insights needs of their business; developing strategies and solutions to support them in the achievement of the operational objectives
- Mentor key users in the proper use of the available tools to increase Plunket's overall capability in the use of data to make operational decisions and gain insights.
- Work with other members of the Data & Insights Digital team and ICT operations to ensure frameworks, policies and tools are seamlessly integrated into other key processes.
- Work as an active member of cross functional teams to bring their expertise and experience to organisational problems, and thus develop long term solutions that are outcomes focused

- Seek feedback about the service they provide and self-reflect on ways to improve
- Able to have difficult conversations, and challenging thinking and behaviours in a respectful manner so as to get the right outcome for the organisation, while also maintaining the relationship
- Be 'customer centric' in approach and own the relationship with designated business units to act as a single point of contact for Data and Insights.
- Quickly establish credibility and working relationships to be an effective partner for leaders

Leadership

- Represent Data and Insights as a senior technical contributor on working groups and projects, providing advice on data engineering design, delivery risks and practical implementation options.
- Work across Plunket, contributing to team goals, supporting others to meet their goals and helping lift data engineering capability within the Data and Insights function.
- Demonstrate organisational leadership by being a positive agent of change, actively embracing the Plunket principles and role modelling desired culture and ways of working.

Health & Safety

- Manage own personal health and safety, and take appropriate action to deal with workplace hazards, accidents and incidents
- Ensure own and others' safety at all times and observe health and safety practices in all workplace activities
- Understand the responsibility individuals and their manager play in health and safety
- Team training is up-to-date and all team members can demonstrate actions in an emergency that are specific to the workplace and are designed to keep individuals safe
- Comply with relevant safety legislation, policies, procedures, safe systems of work and event reporting
- Identify and report all incidents, accidents, and near misses in accordance with policy

Position Description and Scope of Duties

The job holder is expected to perform such other duties as can reasonably be regarded as incidental to the position description, and such other duties reasonably within their experience and capabilities as may be from time to time assigned following consultation.

Once appointed a programme of work will be developed with the appointee that will set out the specific tasks and time frames to achieve the key deliverables for this position. Progress will be monitored through Plunket's Performance and development programmes.

Person Specification

Qualifications and Background

The role will ideally possess the following technical skills/knowledge and personal attributes:

Technical Skills

- A Bachelors in Computer Science, Mathematics, Statistics or relevant discipline

- Experience with SQL data warehouse technologies, including MSSQL, SSIS and SSRS, and strong practical experience operating and developing in Azure Databricks, Delta Lake and Azure Data Lake Storage Gen2.
- Proven skills in SQL query writing
- Understanding of reporting tools (good working knowledge of Power BI is advantageous)
- Knowledge of data warehouse modelling techniques, including dimensional/Kimball modelling, star schema, data vault concepts, medallion architecture and semantic-layer design for reporting consumption.
- Understanding of the software development lifecycle and its implementation
- Practical experience developing production data transformation logic using PySpark and Spark SQL, including handling schema evolution, MERGE/upsert patterns, time travel, optimisation, vacuuming and partitioning strategies.
- Familiarity with Azure Data Factory, Databricks Workflows, Databricks Repos, notebooks and .py workflow patterns, Azure DevOps CI/CD, Databricks Asset Bundles or similar deployment approaches, and Terraform for Azure or Databricks resources.
- Understanding of Power BI Service and how curated and semantic-layer models are consumed by downstream reports and dashboards.
- Proficiency in other software languages such as Python, R, Javascript, Bash is also an advantage

Experience

- At least 5 years of experience as a Data Engineer, Data Warehouse or Database Developer, or similar role, including experience working at a senior or specialist level.
- Demonstrated experience maintaining and improving reporting pipelines in Azure Databricks, including understanding legacy business logic where required, resolving data issues and validating outputs against agreed reporting requirements.
- Experience in the development of Data Warehouses, Data Products, Reports, Dashboards, and data self-service capabilities
- Experience with data within the health and/or social care service delivery sectors
- Experienced in data extraction and transformation (ETL) technologies
- Experience designing or building medallion architecture layers in practice, including raw, structured, curated and semantic layers for BI and analytics use cases.
- Experienced with ideally health and client information
- Experience in visual studio with Azure Dev Ops

Skills

- Excellent ability to communicate effectively in person, remotely, and in written form
- Manage time, priorities and responsibilities for self and others
- Well-developed interpersonal skills, and is an effective communicator who is able to work effectively with internal stakeholders.
- Ability to coach and mentor technical and non-technical people in using and understanding data
- Apply a customer service approach to information requests and work in a collaborative and consultative way with all stakeholders
- Learning agility and multi-tasking. Work in an agile manner and able to multi-task.

- Able to work independently, provide sound technical judgement, communicate progress and blockers clearly, and contribute effectively as a senior practitioner in a mature Databricks operating environment.

I have read and understood the above position description and accept all the above responsibilities incorporated herein.

Senior Data Engineer

Date

Head of Data and Insights

Date