

Data Engineer

Role Description and Recruitment Pack



Contents

- Contents..... 2
- Role overview..... 3
 - Why this position is important to us..... 3
 - The impact you will have in this role..... 3
- Welcome to Stewardship..... 4
 - Our vision and values..... 4
- Job detail..... 5
 - Overview..... 5
 - Main responsibilities..... 5
 - It's all about you... .. 5
- Desired skills and experience 7
- Working for us 8
- How to apply..... 9

Role overview

Title:	Data Engineer
Hours:	Full time, 35 hours per week, although we can be flexible for the right candidate.
Contract:	Permanent
Location:	1 Lamb's Passage, London, EC1Y 8AB There is some flexibility to work remotely, although you must be able to work in the office at least two days per month, or as the organisation requires.
Reports to:	Head of Enterprise Applications & Architecture
Salary:	£35,000 p.a. depending on skills and experience
Closing Date:	Monday 10 February 2025 Interviews week beginning 24 February 2025

Why this position is important to us

We are looking for an enthusiastic and talented Data Engineer to join our growing Data and Insights team. Stewardship is growing in its data capabilities and developing an ever-stronger data led culture. Fundamental to that is having accurate, reliable, meaningful data in the right place at that right time. For that we need a Data Engineer to help us expand optimise our data stores and the pipelines that populate them.

The impact you will have in this role

You will have the opportunity to have a huge impact! By getting the right data to the right place at the right time, in the right form, you will empower the burgeoning decision-making culture at Stewardship. Better decisions mean better service to our tens of thousands of givers and church and charity partners. And that translates to significant kingdom impact.

- Stewardship is launching a programme to build out an enterprise-wide data platform. This is a green fields project, and you will get to build the platform from the ground up. This platform will be the heart and the foundation for all Stewardship's future data initiatives.
- You will get to design and build the data pipelines that integrate the numerous line of business applications into one coherent whole. This initiative is critical to Stewardship uniting its disparate lines of business into a more coherent to gain synergies from its various lines of business
- You will be part of the team that builds and manages the data governance for our data platform. That will keep the data of the tens of thousands of individuals, charities, and churches safe, accurate, and meaningful.

Welcome to Stewardship

Stewardship serves Christian donors, workers, charities and churches in the UK and beyond called to faithfully steward their personal, professional or ministry resources for God's glory.

Founded over a century ago by a small group of Christians who partnered to facilitate financial support for Christian ministries, today we help over 30,000 people experience the joy of generosity, giving more than £100 million each year in support of over 6,000 charities, 4,000 churches and 2,000 Christian workers.

Our vision, mission and values

Our vision is to a thriving Kingdom economy where God's people steward resources generously to advance the Gospel. We help Christians be the best stewards of the resources God gives them.

Our four core values underpin all the work we do at Stewardship:



To find out more about Stewardship, [please view our short video clip](#)

Job detail

Overview

The Data Engineer will support stakeholders, including data analysts, our technology teams, and software developers, to ensure optimal and consistent data delivery. They must be self-directed and comfortable supporting the data needs of multiple teams, systems and products. The right candidate will be excited by the prospect of growing and optimizing Stewardship's existing data architecture and integrating external datasets to support our next generation of products and data initiatives.

Main responsibilities

To include, but not limited to:

- Design and develop efficient and scalable data pipelines to extract, transform, and load data.
- Build and maintain data warehouses and data lakes to store and manage large datasets.
- Work with others to establish, maintain, and optimise data governance across the organisation.
- Implement data quality checks and monitoring tools to ensure data accuracy and consistency.
- Manage the operational pipelines, dealing with issues that arise and addressing their root causes
- Automate manual data processing tasks using scripting languages and tools.
- Document data pipelines and processes for maintainability and knowledge sharing.
- Stay up to date with the latest trends and technologies in data engineering.
- Collaborate with data analysts to understand their data needs and design solutions that meet their requirements (BA skills)
- Work with others to create a common understanding and consistency of how data is labelled and how it is used.
- Participate in the strategic choice of platforms and tools as we grow out our data capabilities.

It's all about you...

We recognise that to be great at your role, there are certain characteristics that are important and others that enable a good fit within our existing team and culture.

- You must have strong technical aptitude with proven experience in building out and integrating data platforms.
- You should be eager to learn and capable of doing so under your own steam. The technical world moves rapidly, and although Stewardship does not aspire to be at the bleeding edge, it very much wants to be making use of new technology and methodologies.
- You will need strong analytical skills and attention to detail. Both the systems you will be building and the data you will be supporting need high levels of accuracy and quality at a very fine-grained level.

- You must enjoy working as part of a team whilst also recognising individual responsibility to contribute to the performance and success of the Data and Insights team. There should be an understanding of the needs of others and a willingness to help and adopt a flexible approach to working patterns.
- You should be a motivated self-starter, able to work independently, prioritising tasks. You should be comfortable working under pressure to challenging deadlines, able to adapt to rapidly changing situations and workloads, be well organised and able to multi-task.
- You should be willing to offer your perspective and are able to challenge constructively where required. You can clearly understand and articulate the risks in a situation and are able to take a balanced view in relation to those risks.
- You will be a practicing Christian and be able to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement. You should also be able to demonstrate enthusiasm for the Christian purposes of the organisation and a readiness to support and contribute to its ethos.

Desired skills and experience

Skills and experience	Essential	Desirable
You will meet our Occupational Requirement to be a practicing Christian as an active member of a local church and be able to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement.	✓	
Have the Right to Work in the UK (we do not offer sponsorship arrangements).	✓	
Proven skills in building, optimising, and managing data integrations.	✓	
Experience of, and facility with, the elements of data governance – quality, security, and metadata.	✓	
Can understand business needs and objectives, rather than simply engaging with data without any real understanding of what it means.	✓	
Experience in enhancing data quality and reliability.	✓	
Experience engaging with end users, starting with an articulation of business need then determining what data and what presentation is required to meet those needs.		✓
A tertiary qualification in Computer Science or equivalent.		✓
SQL DBA and design skills		✓
Experience in choosing and implementing a tech stack.		✓
Experience of integrating systems with Salesforce.		✓
A working understanding of GDPR.		✓
Experience with Microsoft technologies –SQL Server, Azure, Azure Data Factory, Power BI, Power Automate, Application Insights		✓
Scripting expertise to automate routine processes.		✓
Experience of formal project management.		✓

Working for us

Q. What are the usual working hours?

A. Stewardship's normal office hours are 9am to 5pm, Monday to Friday, but you may be required to work flexibly between 8am and 6pm in accordance with the needs of the organisation.

Q. How much Annual Leave do you offer?

A. All full-time employees receive 27 days Annual Leave, and 8 days bank holiday leave.

Q. What are the pension arrangements?

A. Stewardship offers a generous pension contribution; the equivalent of 10% of your gross annual salary into a group personal pension scheme (applicable after 3 months service).
A salary sacrifice scheme for personal contributions is also available.

Q. Is it possible to work from home?

A. Yes, we are happy to offer flexibility for this role but would expect you to be able to work in our London office for a minimum of 2 days each month, or as required by the organisation.

Q. What staff benefits do you offer?

A. Once probation has been passed, there are number of benefits available to staff:

- Subsidised exercise membership
 - Hybrid and flexible working options
 - Contribution to your charitable giving account
 - Generous leave allowances
 - Long service awards
 - Participation in the Cycle to Work Scheme
 - Death in Service benefit (4x annual salary)
 - Option to join a Health Cash Plan
 - Interest-free season ticket loan
-



How to apply



Occupational Requirement (OR)

As a result of our Christian ethos, this post is covered by an Occupational Requirement (OR) under Part 1 of Schedule 9 to the Equality Act 2010. The successful applicant will be expected to be a practising Christian and to clearly demonstrate a personal commitment to the mission, principles, values and practices contained in our Ethos Statement, by:

- Active membership of local church congregation.
- An understanding of the faith aspects of the work of Christian charities, including the preparedness to pray with colleagues, where appropriate.



Contact us

For any questions or to arrange an informal conversation about this role, please contact Joan Gray, our People, Culture & Place Administrator, on:

Telephone: 020 8502 5600 extension 307

Email: careers@stewardship.org.uk



How to apply for this position

You can apply online for this role at www.stewardship.org.uk/about-us/careers

Please remember to also upload a copy of your C.V. along with a covering letter that demonstrates what you would bring to this role, to Stewardship and how you fulfil the Occupational Requirement.