

Job Description

Job Title: Lead Data Engineer
Reports To: Manager – ERM & Analytics
Department: Governance Office
Division: Governance Office

Pay Range: IT9
FLSA Status: Exempt

SUMMARY: This position designs and builds pathways to transport raw data from various sources to the Data Warehouse, as well as cleaning, structuring, and optimizing raw data for more efficient access and analysis. The Lead Data Engineer is responsible for expanding and optimizing OPERS data access, data quality, and data pipeline processes, as well as optimizing data flow and collection. This position partners and collaborates with other members of Business Intelligence and Analytics (BI&A), Information Technology, as well as business stakeholders to support the needs of the organization. The position must be available for after-hours support as needed.

ESSENTIAL FUNCTIONS:

1. Leads the process of analyzing data requirements to meet business needs, as well as modeling and the development of data preparation processes.
2. Drives impact beyond the scope of projects by building relationships and advocating for best practices.
3. Designs and implements the data infrastructure and services required to schedule, secure, transform, compile, mine, and wrangle data for use from a wide variety of data repositories using scalable and repeatable development methodologies.
4. Implements strategic design and enforces governance functions to support and administer policies establishing an enterprise-wide approach to data management and distribution.
5. Monitors and manages the overall performance and stability of the Data Warehouse.
6. Develops and enforces data management standards and governance regarding naming, quality, security, and availability.
7. Identifies, designs, and implements internal process improvements, including, but not limited to, automating manual processes, optimizing data delivery, and re-designing existing processes for greater scalability, improve performance, and/or improve quality.
8. Serves as a primary point of contact for stakeholders and internal and external teams to assist with data-related technical issues and support their data needs. Provides technical consulting to functional data owners on data management, governance, and data quality to create long-term solution data models.
9. Identifies and manages the resolution of data issues.
10. Assists in the development and execution of BI&A governance and policies.
11. Provides leadership to BI&A staff and initiatives.
12. Performs other duties as assigned.

Leadership

1. Directs daily activities of business, technical support, or production team.
2. Sets priorities for the team to ensure task completion and coordinates work activities with other supervisors.
3. Provides feedback and input to management on task completion and staff performance.
4. Provides leadership and is a role model to staff.
5. Mentors staff to help improve performance and acquire new knowledge and skills.
6. Partners with Human Resources on workforce planning, compliance, performance management, and corrective action.

KNOWLEDGE, SKILLS, AND ABILITIES TO PERFORM ESSENTIAL FUNCTIONS*

Education

<ul style="list-style-type: none">• High school diploma or GED	<ul style="list-style-type: none">• <input checked="" type="checkbox"/> Required
<ul style="list-style-type: none">• Bachelor's Degree in Analytics, Computer Science, or related field	<ul style="list-style-type: none">• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred

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Direct relevant experience can be substituted for education (if applicable)

• 4 years of direct and relevant experience may be accepted in lieu of degree in addition to the requirements under the Experience section.

Qualifications

• Strong problem-solving skills and technical aptitude	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Self-directed with the ability to support the data needs of multiple initiatives and use cases at once	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Ability to work in cross-functional teams using agile methodology	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Ability to adapt to changing business needs, including learning new code languages	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Strong verbal and written communication skills with the ability to collaborate with a diverse group of technical and non-technical teams	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred

Experience

• 6 years' experience in a hands-on data engineering role encompassing the following:	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• 2 years of direct or indirect supervisory experience	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Experience planning, leading, and managing initiatives	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Demonstrated experience collaborating across technical and non-technical teams to understand business needs and translate them into scalable data solutions through strong cross-functional partnerships	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Proven ability to provide technical consulting and guidance to business stakeholders, advising on data management, data quality, governance organizational objectives	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Experience mentoring and providing technical leadership to data engineering, analytics, or BI staff, including knowledge sharing, coaching, and supporting skill development and performance improvement	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred
• Experience researching, evaluating, and adopting emerging data engineering and analytics technologies, tools, and methodologies to improve data architecture, performance, scalability, and overall organizational data capabilities	• <input checked="" type="checkbox"/> Required <input type="checkbox"/> Preferred

Certifications/Licenses

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<ul style="list-style-type: none"> • No Certifications/Licenses 	<ul style="list-style-type: none"> • <input type="checkbox"/> Required <input type="checkbox"/> Preferred
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Skills Matrix

Data Pipeline Design & Development	Required
Data Ingestion (Batch & Near-Real-Time)	Required
ETL / ELT Frameworks	Required
Data Wrangling & Transformation	Required
Data Modeling (Conceptual, Logical, Physical)	Required
Advanced Performance Optimization Techniques	Required
Mentoring & Technical Leadership	Required
Data Warehouse Architecture & Optimization	Required
Relational Databases / Advanced SQL	Required
Data Quality Management & Validation	Required
Process Automation & Optimization	Required
Enterprise Data Governance & Standards	Required
Analytics Platforms / Data Fabric Architecture	Preferred
BI & Analytics Tool Integration	Preferred
Agile Methodology	Preferred
Pipeline Monitoring & Performance Tuning	Preferred
Data Security & Access Controls	Preferred
Metadata Management & Data Lineage	Preferred
Scheduling & Orchestration Tools	Desirable
CI/CD for Data Pipelines	Desirable
Cloud-Based Data Services	Desirable

*Physical Requirements** (if applicable)

<ul style="list-style-type: none"> • Select Physical Requirement
<ul style="list-style-type: none"> • Other:

*Reasonable accommodations may be made to enable individuals with disability to perform the essential functions.
If repetitive physical movement is required to perform the essential functions of the position, please discuss with HR

DISCLAIMER: *The above statements are not intended to be construed as an exhaustive list of all duties, skills and responsibilities required.*

Ohio Public Employees Retirement System