

Job Description

10 June 25



Data Engineer SBS Technology

Reports to: Manager, Business Intelligence

Direct reports to this position: N/A

SBS Values, Vision and Purpose

The Data Engineer is responsible for undertaking their work in a way that reflects SBS's Charter, Vision and Values and complies with relevant SBS policies, procedures and practices. At SBS, we expect you to be audience obsessed, be bold and brave, embrace difference, participate fully and ensure that we look out for one another. We are all working together to fulfil SBS's purpose and create a more cohesive society.

Division Purpose – Technology

***SBS Technology** can be thought of as the 'engine room' of SBS. Our primary role is to enable and support the production, distribution, and transmission of content across television, radio, and online platforms. Our teams achieve this by working collaboratively to design innovative solutions and deliver end-to-end services for our business stakeholders.*

Role Purpose

To develop, support and maintain SBS's BI data warehouses and systems, including integration of data sources, databases and data warehouses. This includes requirements gathering, designing, and implementing BI solutions for end users and ensuring high levels of system and data availability for existing data solutions.

Main Responsibilities

Main tasks of the role

- Responsible for the successful delivery of business intelligence data to SBS
- Design and develop solutions for extracting, transforming and loading data from multiple data sources to the enterprise data warehouses



- Design and development of dimensional models to support reporting solutions in Tableau Cloud
- Work with business and technical stakeholders to define requirements for data solutions
- Create clear and detailed documentation of data solutions
- Perform functional and regression testing on data solutions
- Provide operational and technical support for the Data Warehouse and other smaller internal data applications (e.g. RAD, Data Mapping tool and APRA)
- Ensure the ongoing privacy and security of SBS data

Minimum requirements of the role

- Degree in Computer Science/IT, or equivalent practical experience
- 3+ years' experience in designing, developing and maintaining data platforms e.g. data warehouses, data lakes
- Good communication, presentation, and influencing skills
- Absolute attention to detail
- Good analytical and problem-solving skills
- Managing self in a fast past environment with changing and competing priorities
- Understanding and appreciation of core business drivers in relation to data
- A strong customer focus

Deep understanding and passion for all aspects of data

- Foundational knowledge in systems development and the software development lifecycle
- Data modelling and database design, including optimisation and administration
- Understanding of BI best practices, relational structures, dimensional data modelling, SQL skills.
- Experience in data visualisation tools and techniques
- Experience in project delivery, including solution and design review

Sound knowledge of the following tools, techniques and coding languages

- Cloud based data technologies such as AWS, Azure and Snowflake
- ETL and orchestration tools such as SSIS, Talend Data Integration
- Languages such as SQL, Python, JavaScript, Java
- API based data extraction methods
- Visualisation tools such as Tableau, Cognos and Power BI



Key Capability		
Capability	Level	Behaviour
<u>Coaching</u> (People Leader Capability)	Self	<ul style="list-style-type: none">• Is self-aware and understands own barriers to learning• Shows willingness to overcome personal challenges to learning• Improves performance by applying new skills• Seeks regular feedback• Identifies performance barriers in peers• Applies active listening with patience and openness• Knows when and how to use open and closed questions• Exhibits a coaching style when working with others
<u>Collaboration</u>	Function	<ul style="list-style-type: none">• Draws all team members into active and enthusiastic participation• Ensures team members work towards common goals• Offers to help others achieve their goals where appropriate• Speaks of team members positively• Makes personal effort to treat all team members fairly• Publicly credits team members who have performed well• Genuinely values team members' input and expertise• Keeps team members informed and up-to-date regarding work in progress• Sets the example for team qualities, such as respect, helpfulness and co-operation
<u>Customer Focus</u>	Function	<ul style="list-style-type: none">• Ensures function makes attempts to add value to the customer/client• Coaches function to seek ways to enhance customer satisfaction and loyalty• Coaches function to align needs to available products, services &/or solutions• Takes actions that reinforce the customer/client orientation of the team/function• Monitors customer/client complaints• Monitors customer/client satisfaction
<u>Innovation</u>	Function	<ul style="list-style-type: none">• Encourages team/function to generate new and original ideas• Suggests modifications to processes and procedures to improve current performance• Offers original solutions that facilitate the achievement of team/functional goals• Considers new concepts as potential opportunities• Participates in ongoing activities/taskforces to develop creative initiatives• Recognises and rewards creativity and innovation



<u>Organisational Awareness</u>	Function	<ul style="list-style-type: none">• Turns business objectives into commercially focused team goals• Understands the impact of organisational policies &/or procedures on the function• Ensures satisfaction by addressing both business and customer needs• Considers impact of potential risks, and/or opportunities on the team/function• Is aware of market/industry dynamics
<u>Results Focus</u>	Function	<ul style="list-style-type: none">• Encourages team members to make specific changes in work methods or practices to improve performance• Encourages team members to seek alternative possibilities when faced with obstacles• Ensures team members persevere with responsibilities to ensure project completion• Streamlines processes and procedures to ensure efficient outcomes• Strives to identify and minimise barriers to excellence• Ensures own & team responsibilities are completed within designated timeframes

Workplace Health & Safety

- Effectively promote and manage the work health and safety arrangements for the team as prescribed by the Health & Safety Management Arrangements.
 - Work Health & Safety Act (Cth) 2011
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 - WHS Hazardous Manual Tasks Code of Practice 2015
 - Work Health and Safety (How to Manage Work Health and Safety Risks) Code of Practice 2015
- Ensure employees are :
 - made aware of their WH&S responsibilities
 - have received adequate safety induction and other WH&S information, instruction and training to enable them to conduct their work safely
 - follow safe work practices
- Ensure the physical safety of the workplace under your control by:
 - ensuring regular workplace inspections are scheduled and conducted, involve the relevant HSR and recommendations made are actioned in a timely manner
 - ensuring compliance with the relevant standards and legislation in relation to purchase and provision of accommodation, furniture and equipment
 - identifying changes in the workplace/processes that may affect safety and ensuring that any associated risks are identified, assessed and controlled
 - verifying the effectiveness of control measures at appropriate intervals including monitoring compliance with safe operating procedures, site induction requirements and Permits to Work; and
- Ensure all WH&S reporting is accurately completed and submitted within specified timeframes and



any follow up actions are completed

- Support/implement early intervention strategies and return to work programs.