



Data Engineer

Applicant Information Pack



We build homes, create communities and transform lives

Alternative formats

If you require this document in an alternative format, such as large print or a white or coloured background, please contact our Communications team.



unitedwelsh.com/contact



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About Us

United Welsh is an award-winning not-for-profit organisation providing homes and related services in South Wales. We are passionate about building homes, creating communities and transforming lives.

We look after over **6,700 homes** for people across **11 local authority areas**, and our services help thousands more in our communities.

Helping people to live happily and in good health is important to us, and we are proud to have been named fifth best landlord in the UK.

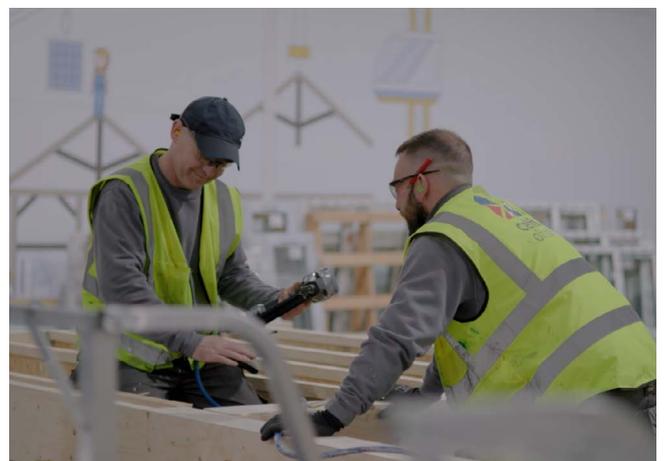
We have a new building programme that is worth around **£55m** each year and in the next five years, we intend to build **1,300 more homes**.

We are ambitious about how we can help people to live their best lives, working with a range of partners including local and national government and the NHS to give people choice; tackling poverty, improving wellbeing and playing our part in ending homelessness.

The Group includes our repairs and maintenance service Celtic Horizons; timber frame home manufacturer Celtic Offsite and Harmoni Homes Ltd, which builds affordable homes and homes for sale.

With over **400 employees** and a turnover of over **£40m**, we are an ambitious organisation with a strong sense of social purpose.

Life at United Welsh centres around our culture. We live by our values which connect us and inspire us, guiding our strategies as well as the decisions we make day to day.



Group structure

United Welsh

**Celtic Horizons
Ltd**

**Harmoni
Homes Ltd**
Developing homes for
United Welsh

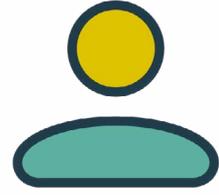
**Celtic
Horizons**
Asset
Management

**Celtic
Offsite**
Timber frame
factory

The Celtic Horizons asset management service for United Welsh is delivered in partnership with Mears Ltd



Job Profile



Data Engineer

Reporting to

Data and Insights Manager

Broad purpose of the post

We're looking for a skilled Data Engineer to help us build and mature United Welsh's modern data platform.

In this role, you will take ownership of the full data engineering life cycle — from ingestion through to transformation and optimisation — ensuring that high quality, well-modelled data is always available for reporting, analytics, and future advanced insight work.

You'll work closely with BI Partners, Analysts and colleagues across the Data and Insights team to create trusted, automated and scalable data solutions that help United Welsh become truly data driven.

- Permanent, full-time
- £45,000 per annum
- Closes Friday 27th February, 12pm (midday)
- Interviews w/c 9th March

Key Accountabilities



Data platform development

- Design, build, and maintain a cloud-based data platform using Azure Data Factory, Azure Data Lake, and related Microsoft technologies
- Own and deliver ETL/ELT processes and pipelines, using the Bronze–Silver–Gold architecture
- Develop and optimise dataflows that support dashboards, reporting and analytics across the business

Data transformation and curation

- Develop transformation logic that cleans, validates, enriches, and models data for consistency and usability
- Build curated datasets using consistent naming conventions, semantic layers and star-schema modelling
- Drive a transformation-first mindset to support automated reporting, predictive models, and enhanced analytics

Quality, governance and documentation

- Maintain high levels of data accuracy, completeness, timeliness, and lineage
- Maintain technical documentation including schemas, data dictionaries and process flows

- Champion strong data governance, ensuring secure and compliant handling of data assets

DevOps, Source Control and CI/CD

- Use Gitbased source control for pipelines and reusable components
- Work with CI/CD pipelines (Azure DevOps preferred) to automate deployment and testing of data artefacts
- Follow structured versioning and change management practices to ensure high-quality releases.



Key Accountabilities

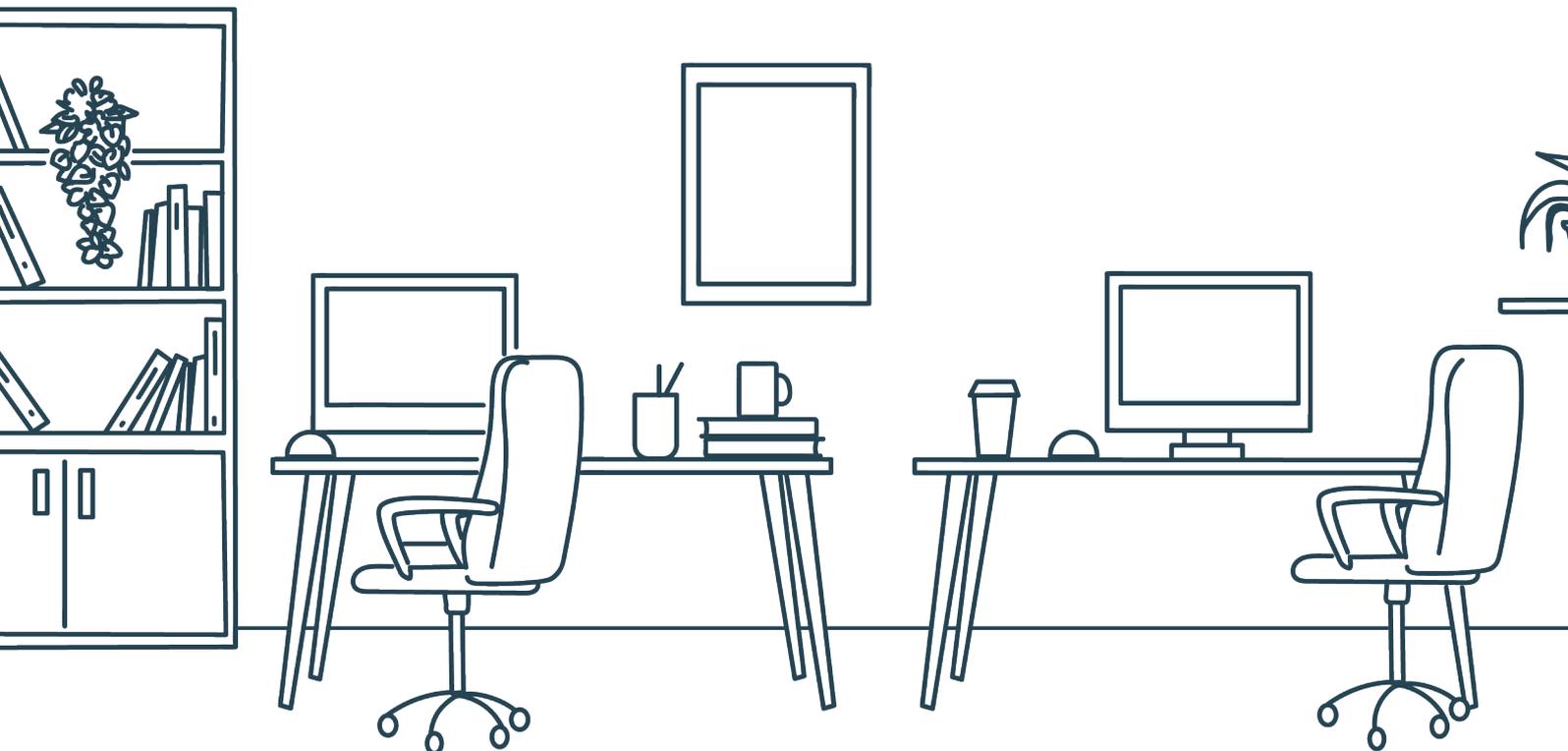


Collaboration and ways of working

- Partner with BI, governance colleagues and business stakeholders to ensure data is available and fit for purpose
- Participate in testing, validation, and continuous improvement of new and existing datasets
- Communicate clearly with both technical and non-technical colleagues
- Take proactive ownership of workload, including prioritisation, estimation, and delivery commitments.

Innovation and continuous improvement

- Explore new technologies, including AI-assisted engineering, to enhance data solutions and reduce manual processes
- Identify optimisation opportunities across pipelines, architecture, and developer experience
- Embrace iteration and evolution; Contribute to evolving standards and approaches as the platform grows.



Personal Requirements

Essential

- Proven experience as a Data Engineer with hands-on ETL/ELT development and data integration work
- Strong knowledge of Azure Data Factory, Azure Data Lake and the Microsoft data ecosystem
- Experience working with layered data architectures (Bronze/Silver/Gold) and transformation best practice
- Proficiency in T-SQL, data modelling and pipeline design
- Good understanding of data governance, security and compliance principles
- Experience using Git and CI/CD pipelines (ideally Azure DevOps)
- Ability to work independently while collaborating effectively with cross-functional teams.

Desirable

- Experience with AI-assisted engineering or automation tools
- Experience optimising data pipelines, architectures or developer workflows
- Familiarity with star-schema modelling, semantic layers or advanced analytics environments
- Welsh language skills



Requirements within the essential criteria of the Personal Requirements will be used for shortlisting purposes. However, all of the criteria will be considered in the process of making an appointment.

Terms and Conditions

Current Salary

Total salary is **£45,000** per annum.

Pension Plus

While working at United Welsh you are eligible to join our pension scheme. United Welsh partner with the **Social Housing Pension Scheme (SHPS)** to deliver our pension provision for employees.

The **Defined Contribution Scheme (DC)** matches employee contributions up to 10%. It is a salary sacrifice scheme, so deductions are taken before tax.

SimplyHealth

While working at United Welsh you are eligible for enrolment in our SimplyHealth healthcare plan.

Leave

- **30** days plus Bank Holidays
- **Two** United Welsh Gifted Days - an additional two gifted days, usually to be taken during the office closure over the festive period

Right to work in the UK

We welcome applications from individuals who already have the right to work in the UK, as unfortunately, we are unable to offer visa sponsorship at this time.

Any job offer will be dependent on receiving appropriate documentation to confirm your eligibility to work in the UK, as part of our commitment to compliance and fairness.



Additional Benefits

- **30 days** annual leave and bank holidays
- An additional **two gifted days** to be taken over the seasonal period
- A company culture that promotes **work life balance**
- **Agile** working
- Opportunities to be involved in **'Can Do'** days, giving back to the communities where we work
- A half a day's leave under the **'School Starter Scheme'**
- Free **fruit, fresh filtered water, tea and coffee** within our offices
- **Cycle to Work** Scheme
- One year's **paid subscription to professional body** (one membership per year)
- Membership to our **SimplyHealth** healthcare plan
- **Free eye tests** at Specsavers and a contribution towards the cost of prescription glasses
- Access to our **internal coaching and wellbeing services** that are devoted to supporting professional and personal development
- Free and confidential access to a **24/7 Employee Assistance Wellbeing Hub**
- We are a member of the **Social Housing Pension Scheme**. There is an opportunity for employees to join The Defined Contribution Scheme and we match contributions up to 10%
- **Learning and Development opportunities**, with learning available in a range of formats to suit your needs
- We are committed to supporting applicants and staff with disabilities and are a **Disability Confident Employer**
- We are committed to becoming a **menopause friendly employer**
- We are an Armed Forces friendly organisation and hold the **Armed Forces Covenant – Bronze Award**



How to apply

To apply, please send a CV and cover letter to jobs@unitedwelsh.com. Your cover letter must address each of the essential and desirable criteria, detailing your knowledge and experience in relation to each one, in no more than 1,000 words.

In addition to your CV and cover letter, please also complete our online Equality, Diversity and Declaration of Interest form which can be found on our website [here](#). If you do not complete all parts of this process, you will be at risk of your application not being progressed further.

Closes: Friday 27th February, 12pm
Interview date: w/c 9th March

We reserve the right to close this role early if we receive a high volume of suitable applications.

Within your CV, please provide the names, positions, organisations and contact details for two referees, one of whom should be your current or most recent employer. We will not approach these referees prior to the shortlist stage, and we will seek your permission first. However, references will be sought as part of our pre-employment checks for the successful candidate.

- We would be grateful if you could submit the Equality Diversity and Declaration of Interest form with your application. You can complete this form online. The information you provide will be used for monitoring purposes only and will be kept separate from your application
- Please ensure your CV and other documents are emailed as a Word or PDF file, as unfortunately, we are currently unable to accept applications in any other formats at the moment
- Requirements within the essential criteria of the Personal Requirements will be used for shortlisting purposes. However, all the criteria will be considered in the process of making an appointment.

Your privacy is important to us. To learn more about how your personal information is processed when applying for a job with us, you can find our Privacy Notices [here](#).



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