



The
Wildlife
Trusts

DATA ENGINEER

RECRUITMENT PACK

Salary: up to £35,000

Location: Home-based with occasional travel to the Newark office / UK

Full time: 35 hours per week (Mondays to Fridays)

Maternity Cover Contract – until April 2027



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About Us

The Wildlife Trusts are a grassroots movement of people from a wide range of backgrounds and all walks of life, who believe that we need nature and nature needs us. We have more than 944,000 members, over 38,000 volunteers, 3,600 staff and 600 trustees. There are 46 individual Wildlife Trusts, each of which is a place-based independent charity with its own legal identity, formed by groups of people getting together and working with others to make a positive difference to wildlife and future generations, starting where they live and work.

Every Wildlife Trust is part of The Wildlife Trusts federation and a corporate member of the Royal Society of Wildlife Trusts, a registered charity in its own right founded in 1912 and one of the founding members of IUCN – the International Union for the Conservation of Nature. Taken together this federation of 47 charities is known as The Wildlife Trusts.

The next few years will be critical in determining what kind of world we all live in. We need to urgently reverse the loss of wildlife and put nature into recovery at scale if we are to prevent climate and ecological disaster. We recognise that this will require big, bold changes in the way The Wildlife Trusts work, not least in how we mobilise others and support them to organise within their own communities.

About You

As **Data Engineer**, you will play a crucial role in supporting the work of The Wildlife Trusts by maintaining and enhancing our data pipelines and infrastructure. You will be responsible for ensuring the effectiveness, efficiency, and scalability of the federation wide data service system, a data lakehouse, providing key insights and solutions to support decision-making across the organisation and federation, responding to the needs of Wildlife Trusts and the delivery of our 2030 Strategy.

Working collaboratively with various teams, you will develop data management solutions, new use cases, forecast data volumes, and ensure cost-effective service maintenance. You will be integral in enabling us to leverage data for operational and strategic success and in supporting an excellent community of practice within the federation of Wildlife Trusts.

As **Data Engineer**, you will be responsible for managing and optimising data pipelines, cloud services, and providing data-driven solutions to support business needs. To excel in this role, you should be highly motivated, detail-oriented, and passionate about people focused data engineering and analysis. You will have experience in a data engineering role, ideally with practical experience or the ability to upskill in cloud services like **Azure, Databricks and ESRI**, as well as excellent proven proficiency, **SQL** and **Python**. **Ideally you would have a familiarity with developing pipelines which support Analysts who use RStudio Power BI and/or GIS. You will have experience or the ability to up-skill in administering data services linked to the Data Lakehouse wholistically, such as GitHub, Power BI.**

You will work closely with and on behalf of teams across the Wildlife Trusts to ensure our data systems are secure, optimised, scalable, and cost-efficient. You should have a solid understanding of data security to ensure compliance with best practices. Excellent communication skills and the ability to work collaboratively with cross-functional teams are essential.

If you are a problem solver with a can-do attitude and a passion for data, we encourage you to apply for this exciting opportunity to become our Data Solutions Engineer.



The Wildlife Trusts value passion, respect, trust, integrity, pragmatic activism and strength in diversity. Whilst we are passionate in promoting our aims, we are not judgmental and are inclusive. We particularly encourage applications from people who are underrepresented within our sector, including people from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

The Royal Society of Wildlife Trusts is committed to safeguarding and promoting the welfare of children and adults at risk. For applicable roles, applicants must be willing to undergo checks with past employers and Disclosure and Barring Service checks at the eligible level. RSWT take our Safeguarding responsibilities extremely seriously. Please click [here](#) to read our commitment statement.

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

RSWT are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge and will put any ethnic minority applicants that meet all the essential criteria for the post through to the next stage of recruitment.

Please do not use artificial intelligence tools to assist you to complete the application form. We may not accept applications that have been completed utilising AI tools.



Job Description – Overall Purpose of the job

- 1. **Data Engineering & Infrastructure Management**- Manage and optimise data pipelines and cloud services, ensuring security, compliance, and cost-efficiency through automation and forecasting.
- 2. **Data Solutions Development**- Design and maintain custom data solutions and dashboards while ensuring data quality and integrity.
- 3. **Collaboration & Stakeholder Engagement**- Work with cross-functional teams to meet data needs and communicate technical insights to non-technical stakeholders.
- 4. **Services & Resource Management**- Optimise cloud service usage, plan resource allocation, and recommend tools to enhance system performance.
- 5. **Compliance & Data Governance**- Implement data security best practices, ensuring compliance and managing data risks.
- 6. **Performance Monitoring & Troubleshooting**- Monitor system performance, troubleshoot issues, and evaluate new features to ensure stability and alignment with organisational goals.

Job Description – Main responsibilities

1. Data Engineering & Infrastructure Management

- **Maintain and Build Data Pipelines:** Design, develop, and maintain scalable data pipelines to ensure data flows seamlessly between systems, supporting organisational reporting and analysis. Collaborate to integrate various data sources into the unified data lakehouse infrastructure, ensuring consistency and reliability across platforms.
- **Cloud Infrastructure Management: Day to day** management of elements of the Data Service such as Databricks, GitHub, Power BI, optimising performance, scalability, and cost-efficiency. Maintain documentation for all services.
- **Data Security & Compliance:** Ensure robust security protocols and governance to protect data are maintained. automation using Digital Technologies and implement solutions to address these challenges
- **Data Volume Forecasting & Cost Optimisation:** Proactively forecast data growth and plan infrastructure to handle increasing volumes. Implement cost-saving measures to ensure cloud services are cost-effective

Job Description – Main responsibilities

2. Data Solutions Development

- Design & Develop Custom Data Solutions: Work to develop data solutions tailored to specific needs, such as custom reporting dashboards, data models, or analytics tools that enable decision-making.
- Data Quality & Integrity Management: Implement and monitor data quality control processes, ensuring all data used across systems is accurate, complete, and up to date. Take responsibility for regular data audits and ensure issues are addressed swiftly.
- Reporting & Dashboards: Support the Data Service Lead and Analysts across teams at RSWT, in the design and development of interactive reports, dashboards and GIS products, to provide insights into organisational performance, customer behaviour, and engagement trends.

3. Collaboration & Stakeholder Engagement

- Cross-Functional Collaboration: Work closely with various departments across the federation (e.g., land management, GIS, marketing, communications, IT, fundraising) to identify data needs, improve reporting capabilities, and provide tailored solutions.
- Stakeholder Communication: Communicate complex technical concepts clearly and effectively to non-technical stakeholders, ensuring data insights are accessible and useful for leaders and teams across the federation. Assist staff in understanding new features, troubleshooting issues, and implementing best practices in data usage.

Job Description – Main responsibilities

4. Services & Resource Management

- **Optimise Usage:** Regularly review and optimise usage to ensure cost-efficiency without compromising on performance. Work with teams to ensure adequate infrastructure resources are in place to meet future demands, scaling services up or down as needed to ensure smooth data processing.
- **Innovation and Continuous Improvement:** Proactively recommend new tools and processes that will enhance system performance, security, and efficiency.

5. Compliance & Data Governance

- **Data security Compliance:** Ensure implementation of best practices to ensure data is collected, stored, and processed securely.

6. Performance Monitoring & Troubleshooting

- **System Performance Monitoring:** Regularly monitor the performance of data systems and cloud infrastructure. Serve as the first point of contact for data system issues, managing the troubleshooting process from identification through to resolution, ensuring minimal downtime and impact on business operations.
- **Test & Evaluate New Features:** Evaluate new tools, features, and functionalities to ensure they are aligned with the organisation's goals before they are implemented.

For the organisation to work effectively you may be required to assist with other areas of work and therefore, you should be prepared to undertake other duties appropriate to the post, and any other reasonable duties required.

All staff are ambassadors for the organisation both internally and externally and are expected to act in a professional manner at all times. They are required to abide by organisational rules, policies and procedures as laid down in the staff handbook, adopt environmentally friendly working practices, set and maintain high personal standards of efficiency and customer care and foster a 'can do' culture based on ownership, initiative, teamwork and exchange of information.

Essential

- Personal Qualities
 - A strategic and creative thinker, especially regarding problem-solving and innovation in data solutions.
 - Ability to work both independently and cooperatively as part of a team.
- Key Competencies:
 - Expertise in data engineering: Experience in managing and optimising data pipelines and cloud infrastructure (ideally using Databricks).
 - Excellent collaboration and interpersonal skills: Ability to work collaboratively with cross-functional teams particularly with Analysts using a range of BI tools including GIS, Power BI and R Studio.
- Experience:
 - Experience in developing and maintaining cloud-based data solutions (ideally Databricks).
 - Proficiency in SQL and Python for data management, analysis, and pipeline automation.
 - Experience in data quality control and maintaining data integrity across systems.
 - Experience of building integrations, managing ELT/ETL processes.
- Knowledge and skills:
 - Good communication and interpersonal skills, with the ability to explain complex data systems to non-technical stakeholders.
 - Data management skills, including experience with large and complex datasets, data pipelines, and data quality control.
 - Knowledge of data analysis, including geospatial analysis, and reporting using tools like SQL, Python, GIS and Power BI.

Person Specification

Desirable

- Key Competencies:
 - Ability to work under pressure and manage multiple priorities.
 - Clear and logical thinking to assess information and develop a compelling rationale for action.
 - Excellent problem-solving skills with a can-do attitude.
- Experience:
 - Experience administering PowerBi and GitHub services as part of a wider data infrastructure.
 - Previous experience in forecasting data volumes and optimising cloud costs.
- Knowledge and skills:
 - Organisational and administrative skills.
 - Knowledge of cloud platforms (Azure, Databricks) and data engineering best practices (certification desirable)
 - Knowledge of Apache Spark, Fivetran, DAX, database design, testing/Quality Assurance
 - Knowledge of GDPR and data privacy regulations to ensure compliance with best practices.



Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Electric vehicle salary sacrifice scheme
- 26 days holiday per year plus 8 bank holidays
- 4 Concessionary Days
- Non-contributory Life Assurance Scheme
- Generous pension contribution
- Charity worker discount
- Employee Assistance Programme

Closing date for applications: 30 November 2025

First interview: : 9/10 December 2025

Second interview: 16 December 2025

