



The
Wildlife
Trusts

DATA ENGINEER (Maternity Cover)

RECRUITMENT PACK

Salary: up to £35,000 per annum.

Location: This role is predominantly home-based with occasional travel to locations across the UK. Office facilities are available (Tuesday to Thursday) at our Newark office at The Kiln, Waterside, Mather Road, Newark, NG24 1WT for those within easy travelling distance.

Benefits: Private medical insurance, staff electric vehicle scheme, generous pension and annual leave entitlement.

Full time: 35 hours per week, Mondays to Fridays. Part time hours considered.

Contract Type: Maternity cover contract – Until 30 April 2027.



Royal Society of Wildlife Trusts
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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 945,000 members, over 33,000 volunteers, 4,100 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 and products, 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 a strong 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 holistically, 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 Engineer.



Our Culture

At RSWT, people are at the heart of everything we do, we are committed to promoting positive wellbeing, supporting our colleagues to grow, make a meaningful contribution and help deliver greater impact for nature, climate and communities. Through learning, development and collaboration, we aim to foster an inclusive, supportive and [values](#)-led culture where colleagues feel confident to share ideas, contribute their perspectives, challenge constructively and learn from experience.

We are committed to providing a safe, respectful and inclusive environment and maintain a zero-tolerance policy towards any form of discrimination, harassment (including sexual harassment) or abuse. This extends to all interactions with our employees by third parties, including clients, contractors, suppliers and visitors.

We encourage everyone to bring their authentic selves to work and to feel comfortable and confident in their working environment. Whether working from home, in the office, outdoors or in the community with key stakeholders, we trust colleagues to use their judgement and managers' guidance to dress appropriately reflecting our values and professionalism.

Learning and Development

At RSWT, we believe that learning and development are essential to helping people thrive, grow and make a real impact. From a supportive induction that helps you feel welcomed from day one, to formal qualifications, mentoring opportunities and access to high-quality learning from across The Wildlife Trusts, we'll support your development in a way which works best for you.

You can explore new skills through our learning platform - WildLearn, join colleagues from across the federation through Wild About Learning external training, take part in Communities of Practice or stretch yourself through cross-team projects and new challenges. We'll also support you to share your expertise and build connections with colleagues from across the Federation. Whether you learn best through training, collaboration, hands-on experience or by developing others, you'll find a wide range of opportunities to grow your knowledge, share your skills and build your confidence.

Safeguarding

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



The Wildlife Trusts embrace passion, respect, trust, integrity, pragmatic activism, and strength in diversity. We are passionate in promoting our aims, and we pride ourselves on being inclusive. We strongly encourage applications from people who are underrepresented within our sector, including those from minority backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

Disability Confident Scheme

At Royal Society of Wildlife Trusts we are committed to fostering an inclusive, equitable, and welcoming recruitment experience for all applicants. Applicants with disabilities will be considered for the next stage of the selection process should they meet **all** the minimum criteria for the role outlined in the person specification detailed as essential criteria in the recruitment pack. As part of our Disability Confident Scheme, RSWT offers an interview to a fair and proportionate number of applicants with disabilities and therefore not all applicants with disabilities would be entitled to an interview as they must still satisfy the minimum requirements for the job. This commitment is designed to help reduce barriers and promote equal opportunity. We actively work to remove barriers throughout the recruitment journey and are dedicated to creating an accessible and supportive recruitment experience by offering reasonable adjustments at every stage of the recruitment process, as well as within the workplace. If you would benefit from any adjustments to support you during your application or interview process, please let us know and we will be pleased to put the appropriate support in place.

Levelling the Field Pledge

Royal Society of Wildlife Trusts are committed to increasing the diversity of its staff through its Levelling the Field recruitment pledge. We strive to ensure a fair and welcoming recruitment process for all applicants, encouraging those from ethnic minority backgrounds to apply. Our pledge underlines our determination to foster diversity and equal opportunities within our organisation. We particularly encourage applications from people who are underrepresented within our sector. Applicants from ethnic minority backgrounds, will be considered for the next stage of the selection process should they meet **all** the minimum criteria for the role outlined in the person specification detailed as essential criteria in the recruitment pack.

Use of AI

Please be aware we may not accept applications if we have reason to believe they have been wholly produced using generative AI tools.



Overall Purpose of the Job

Team: Digital Transformation
Responsible to: Head of Digital Transformation
Responsible for: N / A

- 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.

Main Responsibilities

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.
- **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.

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.

Main Responsibilities

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.

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.

Compliance & Data Governance

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

Main Responsibilities

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.

Person Specification Essential

- Key Competencies:
 - **Leadership and decision making** - Uses clear, evidence-based thinking to assess information, identify risks and opportunities, and make decisions that support data infrastructure, quality and engineering solutions. **I**
 - **Working collaboratively and providing support** - Builds effective relationships and works collaboratively with colleagues and stakeholders to develop and improve data solutions, while working independently when required. **I**
 - **Communication and influencing** - Communicates technical concepts clearly to non-technical audiences and adapts their approach to different stakeholders. **App**
 - **Analysis and interpretation** - Analyses and interprets data from multiple sources to support decision making, identify data quality issues and improve data solutions. **I**
 - **Innovation and creativity** - Identifies opportunities to improve data architecture, processes and ways of working, applying data engineering best practice to develop reliable, scalable and secure solutions that deliver organisational value. **I**
 - **Planning and implementing** - Plans and delivers work effectively, managing competing priorities while maintaining high standards of accuracy and data integrity. **I**
 - **Adaptability and resilience** - Responds positively to changing priorities and technical challenges, taking a proactive and solution-focused approach. **I**
- Experience
 - **Relevant sector experience** - Experience working in a data, analytics or digital environment supporting organisational reporting and decision making. **App**
 - **Relevant technical/professional experience** - Experience developing and optimising cloud-based data solutions, ideally using Databricks; managing ELT/ETL processes; maintaining data quality and integrity. **App**
 - **Relevant role experience** - Proven experience managing data pipelines and cloud-based data infrastructure, including forecasting data volumes and supporting cloud cost optimisation. **App**

APP = Application Form

A = Assessment

I = Interview question



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Essential

- Technical knowledge and skills:
 - **Digital skills** – Proficient in SQL and Python, GIS with experience using Power BI and other reporting and visualisation tools. **App**
 - **Technical knowledge** – Excellent understanding of data engineering principles, cloud-based infrastructure and large datasets (Azure, Databricks). **App**

Desirable

- Experience :
 - Experience administering PowerBi and GitHub services as part of a wider data infrastructure.
- Knowledge and skills :
 - Knowledge of Apache Spark, Fivetran, DAX, database design, testing, quality assurance and GIS.
 - **Policy and legislation** – Understanding of GDPR, data protection and data governance requirements, ensuring compliance with organisational and legal standards.
 - **Project management** – Plans and delivers data engineering activities effectively, managing priorities, dependencies and timelines to achieve successful outcomes.



Additional benefits of working for The Wildlife Trusts

- Private medical insurance
- Generous salary sacrifice pension contribution
- Electric vehicle salary sacrifice scheme
- 26 days annual leave and 8 bank holidays
- Extra 5 days leave on each 5 year service anniversary
- 4 Concessionary Days over festive period
- Non-contributory Life Assurance Scheme
- Charity worker discount
- Employee Assistance Programme
- Cycle to Work Scheme

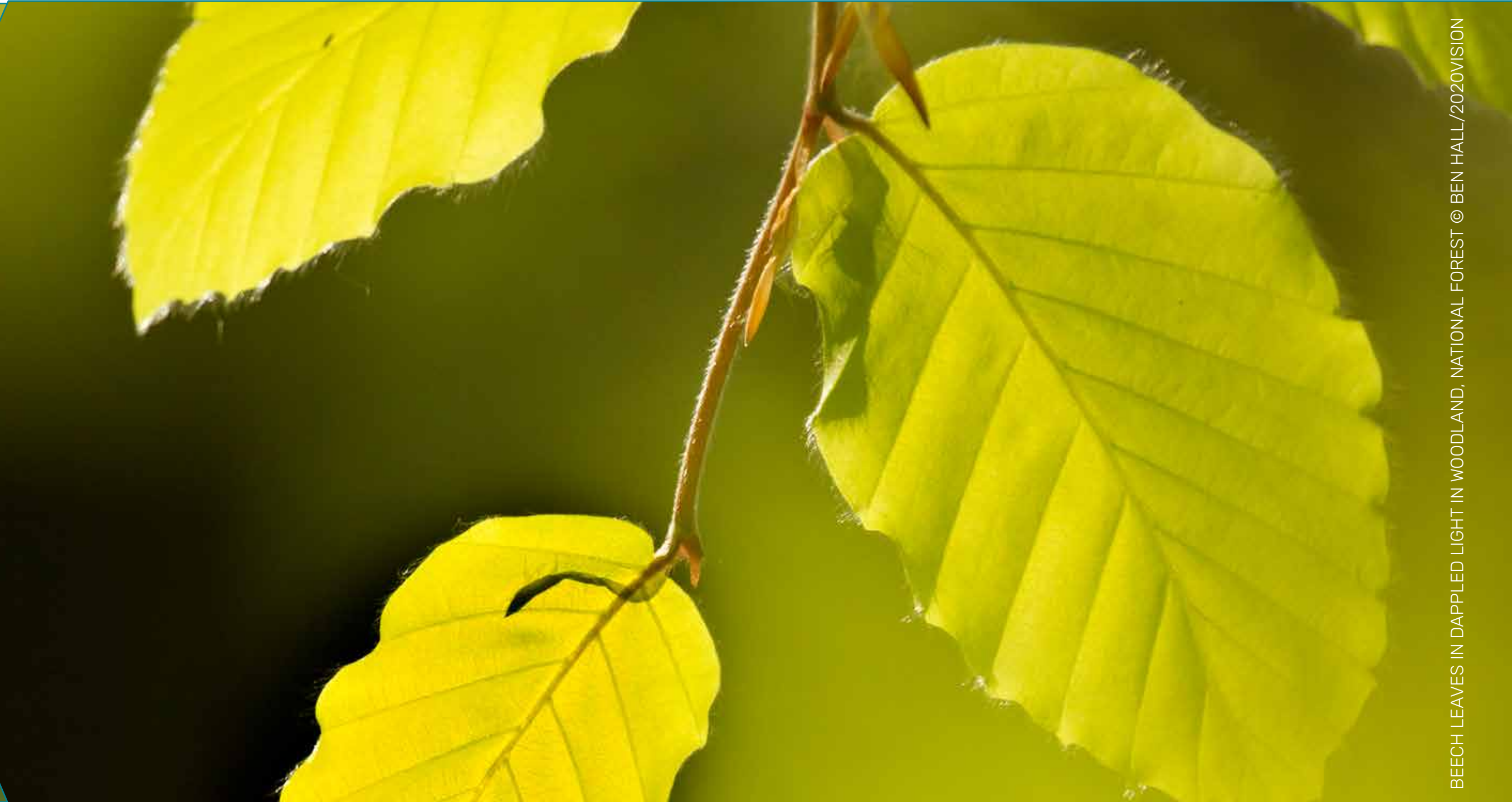
Closing date for applications: 27 September 2026

First interview: 8 October 2026 (Online)

Second interview: 15 October 2026 (Online)



STELLARIA HOLOSTEA (GREATER STITCHWORT) © KIERON HUSTON



BEECH LEAVES IN DAPPLED LIGHT IN WOODLAND, NATIONAL FOREST © BEN HALL/2020VISION