**Head of data engineering**

Grade: SCS1

**Vision and strategic leadership**

* Setting the vision and strategy for the profession across the department.
* Collaborating with the wider Department to ensure that the vision for the profession aligns with the wider needs of the department.
* Creating a plan and roadmap to build and strengthen professional capability and excellence.
* Working across government and the sector to ensure a cohesive approach to the specialism, creating opportunities for collaboration through existing networks – or setting up new networks where they don’t exist.
* Holding authority to ensure that specialists can contribute towards building the profession and participate in communities, backed by DDaT Committee.
* Raising the profile of the profession across the department.
* Developing an attraction and retention strategy to grow professional capability in the department.

**Expert practitioner**

* Acting as the expert practitioner in their field with a high level of knowledge of current and new methodologies, strategies, technologies, techniques, and a track record of delivery.
* Retaining an element of practice of their profession to keep their skills sharp and to work towards strategic departmental objectives.

For example, unblocking delivery, product strategies, content strategies, architectural designs and patterns, etc.
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**Community**

* Developing professional communities to support our people to grow, establish standards and consistency, and support rapid delivery through sharing and learning from one another.
* Working cross-government and externally to build connections into professional communities.
* Working with other Heads of Profession in related professions within their job family.

**Quality and standards**

* Creating accessible knowledge, standards, and practices to set good conditions for people in their professions to work effectively, and ensuring they are well enforced through service assessments.
* Being the guardian of quality and standards of the practitioners within the profession and the principles and policies of the profession.
* Leading by example in the application of standards.
* Growing the assessor pool in the profession to assure service delivery and build profession sustainability.

**People**

* Building and growing a forward-thinking and diverse team within the profession.
* Building professional capability across the department.
* Defining the competency, professional practice, skills profile, and expertise expectations at different grades across the profession.
* Setting the approach for recruitment, onboarding, retention, graduate pipelines, diversification, and developing the framework for the professional development of people in their specialism.
* Developing the framework for professional development of people in their specialism and tracking capability.

**Organisational delivery**

* Establishing close relationships with all delivery teams to understand their needs and challenges and to be able to identify areas of Data Engineering alignment.
* Advising and consulting for the senior management team on questions relating to the profession.
* Providing consulting support for programmes with performance issues or where a particular specialism is lacking or causing delivery issues.
* Feeding up-to-date capability information into the workforce plan.
* Making evidence-based decisions on the best tools, platforms, services, and content which support the professions across the department.