Data Engineering Team Lead

Role Reports to	IT Director
Full/Part Time	Full time
Location	14 Boulevard Pasteur, Tangier, Morocco 3° Etage N° 16,17 et 18,

About Diligencia

Diligencia is a specialist information services provider, focused on due diligence solutions and corporate intelligence across Africa and the wider Middle East. Established in 2008, we use advanced technology and human insight to gather and compile high-quality legal entity data in territories where public domain information is not readily available. This data acts both as a foundation for our clients' KYC and due diligence activities as well as our own investigative research; the data and insight we provide inform opinions and accelerate our clients' decisions.

Headquartered in Oxford, Diligencia has offices in Tangier, Morocco, and Dubai in the UAE, coordinating our data-gathering activities across emerging markets. Our vision is to bring clarity to a region poorly served by reliable and accessible public record information.

What we believe in

- Clarity – our guiding philosophy informing everything we do, from the quality of our information, how we communicate, and what we enable our clients with i.e., enabling clarity in their decision making

- Authenticity – our information is authentic because we have gone back to original and official data sources to establish unequivocal facts. We also strive to be authentic, open, and honest in our relationships with each other internally, and the clients and partners we work closely with; we provide information on emerging markets, which we believe should be easily and openly accessible to everyone

- Tenacity – we have had to work hard to build our database, tying together data from several different sources, sometimes entering it manually. Our company history, therefore, speaks of tenacity, the same kind of tenacity and attention to detail all our employees show when they go about their research

- Relationships – the relationships between the subjects on our database unlock the power of our information; the relationships we have with our clients, our employees, our suppliers, and our host governments are also key to our future success.

Job purpose

Due to our continued success in our online platform, we are expanding our portfolio to increase our current offerings adding more products to our corporate intelligence and due diligence solutions.

We have a new and exciting opportunity for Data Engineering Team Lead to join the team based at our Tangier Office.

This opportunity is to work with our Data Engineering Team to scope out new potential developments and redevelopments of our data platform used by our clients. We are striving to digitally transform all areas of the company and require a strong, capable, and structured Data Engineering Team Lead to help achieve this. Our data science capabilities are predominantly in the cloud supporting all areas of the business.

Main Accountabilities

- Define data engineering strategy practice, lead the creation (and assure the ongoing relevance) of the firm's data engineering strategy in collaboration with IT Director.

- Organize and lead a data engineering center of excellence.

- Define members' responsibilities and accountabilities for both. Define job roles, recruit candidates, and then manage (directly or indirectly) a team.

- Mentoring (ideally managing) more junior Data Engineers.

- Responsible for the development, implementation, and optimisation of data structures.

- Responsible for gathering and analysing vast quantities of data.

- Conduct complex data analysis and report on results.

- Prepare data for prescriptive and predictive modeling.

- Build algorithms and prototypes.

- Explore ways to enhance data quality and reliability.

- Identify opportunities for data acquisition.

- Hands-on experience in writing Python/PySpark for data wrangling/transformation.

- Experience working with ETL/ELT pipelines

- Collaborate with multiple teams when working on projects

- Discover information hidden in vast amounts of data, enabling us to make smarter decisions

- Apply data mining techniques, perform statistical analysis, and report patterns back to the wider team for investigation

- Generating large databases from various sources of structured and unstructured data

- Experience with building data pipelines and data infrastructure in a cloud environment (Azure or AWS)

- Experience working with third-party APIs for ingesting data

- Working with Technologists to integrate and separate data feeds to map, produce, transform, and test new scalable data sets

- Contribute to the development of, and apply data strategy, including developing and maintaining associated Data Policies

This job description indicates the role and responsibilities but should not be construed as an exhaustive list of duties that the post holder may be asked to undertake.

Requirements specific to the role

You will have:

- A minimum of a BSc/BA in Computer Science or a related field

- Proven technical ability and can 'roll up their sleeves and get involved as needed

- Proficiency with Python, c for data manipulation and analysis, and ability to build, maintain and deploy sequences of automated processes with these tools

- Strong command of relational databases and SQL. Extract, Transform, and Load (ETL) data into a relational database.

- Architectural strategy and design experience, ideally in Cloud AWS/Azure, Date Pipelines, Data Warehousing/SQL with any NoSQL experience will be an added advantage

- Experience in working with very large volumes of data

- Ability to deliver in a fast-paced and demanding environment

- Strong working knowledge of data protection regulations and data security

- Familiarity with SCRUM / Agile development methods

- Proven analytical and problem-solving abilities. Ability to assimilate information and quickly discern the most relevant facts and recommend the quickest, most practical design solution

- Strong logical/analytical skills with a keen ability to anticipate and avoid problems

- Ability to work with architects to define and implement migration strategies from legacy systems to new architecture and technologies

- Experience working well within a team environment and have the will and the ability to succeed in an environment that includes offshore development

- Ability to work within tight deadlines and effectively prioritize and execute tasks in a high-pressure environment

- Outstanding communication skills (verbal and written) and an ability to communicate with internal and external customers and all levels of management, including communicating technical information to non-technical audiences

- Attention to detail and the ability to manage several tasks at once

- Excellent understanding of coding methods and best practices. The software engineer's code must be worthy of being held up as an example for others to follow, in terms of readability, consistency, adherence to standards, and performance

- Ability to recognise good opportunities for code reuse and ensures that the code is designed and implemented accordingly

- Ability to design, validate and execute software test plans

- Strong listening skills: the ability to capture requirements expressed in design meetings

- Flexible and adaptable approach to learning and understanding new technologies

- High self-motivation

- Developed negotiation and persuasion skills; ability to facilitate consensus among a diverse group of stakeholders

Experience/skills regarded as ideal but not essential

- Experience in an AWS Cloud environment with involvement in design and architecture

- Experience developing ETL solutions utilizing SSIS including Requirement Gathering, Analysis, Design, Development, and Implementation of Enterprise solutions

- Excellent Programming experience in writing Complex solutions

- Experience in Performance Tuning and Query Optimization by Indexing, Partitioning, and Denormalization

- Expert in creating tables, indexes, keys, constraints, and triggers to facilitate efficient data manipulation, integration, and consistency

- Excellent understanding of Entity-Relationship/Multidimensional Data Modelling (Star schema, Snowflake schema), Data Warehouse Life Cycle, and SQL Server Analysis Services (SSAS)

- Extensively worked on the Design, Development, Deployment & Maintenance of the ETL process using SSIS to Extract, Transform, and Load (ETL) data from different sources (Flat/Excel/Access/XML/SQL/Oracle) to different targets (DB/Files)

- Experience in creating master and child packages, package configurations, logging, and using variables and expressions in packages

- Experience in creating Jobs, Alerts, SQL Mail Agent, and scheduling DTS Packages

- Experience working in an Agile Environment

- Highly committed, motivated, and a natural team player with a strong analytical ability

- Experience writing technical specifications for work to be performed by other developers

- Informatica, Talend, Azure SQL Server, NoSQL databases including MongoDB, DynamoDB, etc experience helpful but not required

- Excellent planning, communication, and stakeholder management skills

- High levels of the following key competencies:
    - Planning
    - Time management
    - People management
    - Problem-solving
    - Attention to detail
    - Communication
    - Negotiation
    - Conflict management

How to apply

Thank you for your interest in working at Diligencia.

Please send a copy of your CV and a covering letter to careers@diligenciagroup.com. We will be in touch shortly if there is a suitable position available for you.

Unfortunately, it is not possible to respond to all applications due to the number we receive. If you do not hear from us, regrettably your application has been unsuccessful. We wish you all the best with your employment search.