

## About us

We enable and inspire organisations to achieve net zero and create better places. At Salix, our aim is to deliver decarbonisation, create clean power and lower energy bills for consumers.

We enable people to live in warmer and healthier homes and we help deliver resilient public buildings which are better places to work, visit or use.

Our work means homes and buildings are cheaper to run as they benefit from cleaner and more sustainable energy.

We deliver and administer the government funding that unlocks greater energy efficiency and lower costs for councils, schools, housing associations, hospitals and universities.

We are a trusted delivery partner to the UK, Scottish and Welsh governments, regional combined authorities and public sector organisations across the country.

But our role goes beyond funding and our impact through the Warm Homes Plan.

We provide practical expertise, support and insight throughout every stage of delivery, helping organisations turn ambition into real-world impact while shaping future policy and best practice along the way.

Driven by purpose and backed by decades of technical and delivery expertise, our teams work collaboratively to make complex programmes happen at scale.

If you want to work somewhere where your ideas are valued, your development is supported and your work contributes to a greener future, we'd love to hear from you.

<b>Role</b>	Data Engineer – Data & Analytics
<b>Department / Location</b>	Data, Technology and Workplace - Manchester
<b>Reports to</b>	Head of Data and Analytics
<b>Package</b>	Band D 12 Month fixed term contract

<p><b>Overview</b></p>	<p>Salix has recently gone through a period of significant growth and is still growing. Additionally, the organisation is looking towards future ways of working under a new tripartite agency.</p> <p>The Data and Analytics team follow a hub and spoke model, with a team of Data Analyst that support the delivery of reporting, analytics and insights across the organisation. To ensure that the outputs produced are accurate and trusted, we need a strong engineer to support the delivery of effective and accurate data.</p> <p>The ideal applicant will have the ability to understand large raw datasets, build pipelines, and conduct transformations as necessary to deliver high quality data, which fall into a larger data architecture. By delivering structured and high-quality data, the data team will be able to produce insights which future policy, delivery design and ensure continuous improvements to operational delivery.</p> <p>Furthermore, as a team we will also be focused on key strategic projects which include the development of a historical data repository and preparing data for working under a new CRM platform.</p>
<p><b>Key Performance Objectives</b></p>	<ul style="list-style-type: none"> <li>• Reliable pipelines – deliver ETL/ELT pipelines with 95% successful runs and defined SLAs (e.g. daily loads complete by 6am)</li> <li>• Data quality and trust – implement automated data quality checks with &lt;5% critical data defects in curated datasets</li> <li>• Cost and performance optimisation – reduce compute/storage costs or runtime costs through query tuning, partitioning, indexing, caching, and right sizing resources</li> <li>• Security – create solutions that comply with role based access, least-privilege access, and auditability standards ( GDPR, ISO27001 – aligned practices)</li> <li>• Documentation and maintenance – produce clear, versioned documentation with 100% coverage of production assets</li> <li>• Collaboration and delivery – Complete agreed user stories across 2 week sprints with minimal error and scope change</li> </ul>
<p><b>Key Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• Build and maintain ingestion, transformation and load processes into the SQL data warehouse using tools such as Data Factory</li> </ul>

	<ul style="list-style-type: none"> <li>• Design robust data models and create curated datasets, views and semantic layers for analytics and BI consumers</li> <li>• Fine tune SQL for optimised performance and reliability</li> <li>• Ownership of observability including data logging, metrics, lineage and health checks</li> <li>• Contribute to data cataloguing, lineage and metadata management</li> <li>• Ensure security through data masking and anonymisation where needed</li> <li>• Complete unit and integration tests for transformations to ensure high quality data</li> <li>• Work closely with data platform manager, analysts, and business stakeholders to translate requirements into scalable data solutions</li> </ul>
<p><b>Key Skills and Competencies</b></p>	<ul style="list-style-type: none"> <li>• Technical skills will include advanced SQL knowledge, knowledge or Azure services, data modelling and ETL, performance tuning and query optimisation as well as database administration</li> <li>• Knowledge of Microsoft Azure Data Services, including best practice and innovative use cases</li> <li>• Building robust ETL/ELT pipelines working with files, APIs, databases</li> <li>• Development of dimensional data modelling underpinning reporting and analytics</li> <li>• Ability to effectively test processes and automate testing</li> <li>• Knowledge of Python to support work would be beneficial</li> <li>• Knowledge of core data structures within NetSuite and Salesforce would be beneficial</li> <li>• Data protection practices aligned with public sector standards (GDPR, ISO27001, PII handling and audit trails</li> <li>• Debugging and root cause analysis</li> <li>• Working using Agile methodologies</li> <li>• Effective and clear documentation writing with the ability to explain pros and cons to non-technical audiences</li> <li>• Ability to translate non-technical requirements into clear and effective technical scopes</li> <li>• Working effectively and proactively with platform managers and engineers</li> </ul>

### How to apply

If you wish to apply for this role, please submit all of the following to HR: An up-to-date CV and an Equality monitoring form (available to download here).

### Key information about the application process

Nobul/IvyRock Partners are Salix's recruitment partner. As this role is open to both internal and external applicants simultaneously, and to ensure a fair and structured process, please note the following key details:

- **First Stage Interviews:** NoBul/Ivy Rock will conduct initial interviews for both internal and external applicants.
- **Structured Approach:** These calls will follow a set of pre-defined questions designed to assess your skills and suitability for the role efficiently and fairly.
- **Formal Interviews:** These will be managed internally by Salix.

Successful candidates are required to undergo and pass a DBS and BPSS security check to be employed by Salix. This will be carried out as part of the reference process, on receipt of the signed acceptance of a conditional offer.

If you have any questions, please contact [HR@salixfinance.co.uk](mailto:HR@salixfinance.co.uk).

### How to apply:

- Please send your CV to [salixapplications@ivyrockpartners.com](mailto:salixapplications@ivyrockpartners.com).
- A member of the NoBul/Ivy Rock team will reach out to schedule your first-stage video interview shortly.

### Appointment timetable

- Applications will close on **Monday 15 June 2026**.
- First Stage interview (conducted by Ivy Rock)
- Shortlisted candidates will be invited to interview **on Wednesday 24 June 2026**.
- Start in post by mutual agreement.