## About us...

Lincolnshire Co-op is a long-standing, community-focused organisation proud to serve the people of Lincolnshire and surrounding counties. Our Support Centre, **based in Lincoln, is the operational heart of our business. It's home to a range of** specialist teams who work behind the scenes to support our front-line colleagues and ensure we deliver exceptional service across all our trading areas.

## Essential Information – what you need to know

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| Job purpose: | - The Data Engineering and Integration Manager is responsible for leading the design, development, and optimisation of data pipelines, platforms, and integration solutions that enable the efficient flow, transformation, and accessibility of data across the organisation.<br>- This role ensures that high-quality, reliable, and scalable data infrastructure and integrations supports business intelligence, analytics, systems inter-operability, and digital transformation initiatives. |
| **You'll** report to: | - Head of IT and Digital |
| Your relationships: | - Colleagues within the IT and Digital team.<br>- Colleagues from across the Society which includes our Trading Areas, Community, Membership, Health, Safety & Security, etc.<br>- Cloud Platform Providers (e.g., Microsoft Azure, AWS, GCP) – Manage platform capabilities and performance.<br>- Third-party Vendors / System Integrators – Oversee external partners delivering data solutions and integration services including quality, value and performance.<br>- Regulators or Auditors – Ensure data handling and integration practices comply with industry regulations. |
| Key role responsibilities: | - A full UK driving licence and access to a vehicle for business use. |
| Your hours: | - 39 hours per week (FTE).<br>- Typical working hours will be Monday – Friday, 8.30am – 5.00pm.<br>- Evening and weekend working may be required as per business needs |

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| **What you'll bring to us:** | - Bachelor's degree in Computer science, Data Engineering, Information Systems, or a similar field; or demonstrable equivalent experience.<br>- Significant experience with cloud data platforms and demonstrable operational experience in a production environment (ideally Retail).<br>- Strong experience with data engineering principles, methodologies, and best practice.<br>- Deep understanding of data warehousing, data lakes, and Lakehouse architectures.<br>- Familiarity with real-time data streaming technologies.<br>- Strong knowledge of integration types (e.g. API), data services, and system interoperability.<br>- Understanding of data governance, data quality frameworks, and GDPR compliance.<br>- Experience with DevOps for data pipelines.<br>- Understanding of metadata management and data cataloguing tools.<br>- Experience managing 3rd Party IT contracts.<br>- Experience managing Integration/Data Engineering across a variety of systems and sectors.<br>- Strong project and delivery management skills, including Agile and/or Waterfall methods.<br>- Excellent communication and stakeholder engagement abilities.<br>- Strategic thinking and the ability to align technical initiatives with business goals.<br>- Analytical mindset with strong problem-solving and troubleshooting capabilities. |

## Together we are...

**Providing and supporting** valued services

**Helping to grow the** local economy

**Caring for our** health and wellbeing

**Looking after our** local environment

## Your Purpose – I will contribute to *my team and the Society's* ongoing success in this role *by...*

**Your duties and responsibilities:**

- Overseeing the delivery of end-to-end data and integration solutions, ensuring timely, high-quality outputs.
- Prioritising and allocate resources across projects, balancing short-term needs and strategic goals.
- Driving adoption of best practices in data development, testing, and deployment
- Designing, developing, and maintaining robust, scalable data pipelines and ETL processes.
- Ensuring reliable data ingestion from multiple sources (internal, cloud, third-party APIs, etc.).
- Maintaining data warehousing and Lakehouse architectures, ensuring performance and scalability.
- Collaborating within the team and 3rd Party suppliers to design and optimise data models and storage strategies.
- Overseeing the integration of data across systems, platforms, and business domains.
- Ensuring seamless data flow between operational systems, data platforms, and analytics tools.
- Managing integration tools and technologies (e.g., Cloud Integration Hub)
- Leading efforts to standardise and automate data exchange and transformation processes.
- Ensuring adherence to data governance policies and standards.
- Implementing and monitor data quality checks, logging, and validation processes.
- Working with data stewards and governance teams to resolve data issues and maintain integrity, implementing governance structures and or policies in collaboration with the DPO where appropriate.
- Acting as a bridge between business stakeholders and technical teams (internal and external) to ensure delivery meets business requirements.
- Ensuring data infrastructure supports AI/ML, analytics, and reporting initiatives.
- Staying current on industry trends, tools, and best practices in data engineering and integration
- Managing supplier relationships and performance in relation to Data Engineering and Integration, taking appropriate action and escalation where output falls short of expectations.
- Managing financial budgets and associated contracts.
- Leading and developing your team.

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MINDFUL EMPLOYER

Job Description – Data Engineering and Integration Manager
Date for Review – 3rd July 2026
Reference – MB/AW/1/055001

## Together we THRIVE…



- Trustworthy – we do what we say we'll do and trust others to deliver to the best of their ability
- Helpful - we support and challenge each other collaboratively, no matter the role or level.
- Respectful - we listen to other views and opinions with consideration and celebrate differences.
- Inspiring - we role model what good looks like and lead by example to be better.
- Valued - we recognise achievements and appreciate everyone's contributions.
- Empowered - we listen and encourage each other to take opportunities.

## Your Approach – how you will contribute to your team and the Society's ongoing success in this role.

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| **I will be trustworthy by:** | - Delivering commitments by setting expectations about technology and timelines.<br>- Maintaining clear communication to build trust and ensure accountability.<br>- Protecting sensitive data with strong cybersecurity and ethical handling.<br>- Honouring promises and trusting others to deliver their best work |
| **I will be helpful by:** | - Collaborating across teams to support and challenge regardless of role.<br>- Anticipating technology needs and providing guidance to minimise disruption.<br>- Explaining complex technical ideas clearly to non-technical stakeholders.<br>- Sharing knowledge and creating efficient IT support channels. |
| **I will be respectful by:** | - Listening to diverse views and valuing all team input.<br>- Encouraging inclusion and celebrating differences.<br>- Managing technology changes at a respectful pace for people to adapt.<br>- Addressing digital concerns with empathy and openness. |
| **I will inspire others by:** | - Leading by example and role modelling good digital leadership.<br>- Staying ahead of tech trends through continuous learning and innovation.<br>- Sharing success stories to inspire and show what's possible.<br>- Encouraging risk-taking and creative problem-solving. |
| **I will value people by:** | - Recognising achievements and appreciating all contributions.<br>- Celebrating successes and fostering a positive work environment.<br>- Promoting open feedback so everyone feels heard.<br>- Investing in talent growth and wellbeing. |
| **I will empower others by:** | - Coaching others to support their personal development.<br>- Mentoring colleagues to help them achieve their goals.<br>- Providing tools and training to enable independent innovation.<br>- Encouraging individuals to seize opportunities for growth. |

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## Your behaviours

**Together@: Lincolnshire Co-op**

Adhering to Principles and Values **–** responding suitably to values-led decisions

Presenting and Communicating Information **–** translating information appropriately

Relating and Networking **–** sharing knowledge to develop and learn from others

Working with People **–** building a strong and adaptable team

## Your Behaviours *– how you will contribute to your team and the Society's ongoing success in this role.*

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| **I will adhere to the principles and values of the Society by:** | - Being honest, transparent and consistent in all actions and communications.<br>- Treating others with dignity and respect, valuing their diversity and different perspectives.<br>- Listening actively and consider the opinions of others.<br>- Taking accountability for my actions and decisions.<br>- Fostering a spirit of teamwork, co-operation and positive relationships. |
| **I will present and communicate information clearly by:** | - Tailoring my communication to the level of understanding and background of the audience.<br>- Paying close attention to others when they speak.<br>- Providing examples to illustrate complex concepts to make my message more relatable.<br>- Encouraging feedback and questions from colleagues to clarify understanding. |
| **I will build a network of customers and colleagues by:** | - Offering value to my network by sharing relevant insights, information, or resources.<br>- Fostering genuine relationships by demonstrating authenticity and integrity in my interactions. |
| **I will work collaboratively with my colleagues by:** | - Demonstrating an interest in and understanding of others.<br>- Recognising and rewarding the contribution of others.<br>- Listening and consulting with others and communicating appropriately.<br>- Supporting and caring for colleagues.<br>- Developing and openly communicating self-insight such as an awareness of own strengths and weaknesses. |