CARNIVAL UK

Developer, Data Services

Role Description:

The Developer, Data Services is primarily responsible for designing, developing, testing and supporting data and automation solutions, including integrating new sources of data into data warehouses, developing data models, creating data pipelines, building custom apps, and delivering automated process workflows.

Working with Architects, other Data Services team members and with business representatives, this role delivers fit-for-purpose, resilient, scalable and future-proof data solutions to achieve technical requirements, on time and to a high level of quality. The Developer, Data Services will be required to provide ongoing expert support to the technical infrastructure in production.

The role will work on strategic and innovative data and process automation products, within a multi-disciplinary team, which deliver critical business outcomes including driving revenue growth and providing valuable insights to the business and to our customers.

RUI:	968	Grade:	CUK 09	Criminal record check required	Not Applicable Criminal Record Check Requirement Criteria & Assessment
Directorate:	Carnival UK Shared Services	Reports to:		Senior Developer, Data Services	
Function:	Carnival UK Technology	Team:		Technology Architecture & Engineering – Data Services	

Accountabilities

- Provide subject matter expertise and insights of complex data landscape to project teams, the wider Technology department, third party suppliers and business teams.
- Mentor other developers via code reviews and pair programming where appropriate
- Work closely with project managers and scrum masters to ensure data solutions are delivered on time that meet usability, scalability, quality and performance standards
- Build and maintain strong relationships with business data owners, architects and application SMEs
- Contribute to the development of CUK standards to support quality development, testing and support of data and process automation solutions
- Provide design input to the strategic direction for the development of data and process automation products
- Discovery, analysis and validation of data sources.
- Assist in feasibility assessment and prototyping of data and automation use cases
- Design and build technical solutions for allocated project work, developing reusable components, scripts and framework for efficiency
- Document and review technical specifications/documents, ensuring the Service Knowledgebase is kept up to date.
- Ensure solutions meet business requirements, CUK standards and adherence to legal requirements, e.g. GDPR, PCI compliance and SOX
- Design, write and iterate code from prototype to production-ready. Understand security, accessibility and version control
- Design and execute unit testing using appropriate tools and techniques.
- Develop a detailed understanding of business systems and processes that support the delivery of data for analytical or operational needs
- Support system testing and issue resolution
- Research into data and system issues as required in support of incidents and faults and provide timely responses and solutions as required
- Collaborate in team activities: continuous improvements, sprint planning and retrospectives, etc
- Embrace a DataOps culture
- Keep up to date with relevant technology trends and techniques, and constantly seek to broaden knowledge.

- Develop a detailed understanding of the services the Data Services team support and develop, from both a technical and business perspective.

Proven Behaviours:
Speaks up - Speaks the truth, shares ideas and raises concerns
Respects & Protects - Respects different perspectives and follows procedures to protect others, the environment and safeguard CUK's reputation
Improves - Works together with others and keeps up to date with rules and protocols
Communicates - Is open, trustworthy and speaks honestly and with clarity
Listens & Learns - Learns from experience & others, looks to continuously develop
Empowers - Shows energy and enthusiasm, supports others and shares ownership of tasks

Health, Environment, Safety, Security (HESS) Responsibilities:
- 'Respect and protect' the health and safety of yourself and others
- Speak up and report all accidents, 'near miss' incidents and work related ill health conditions to your manager
- Work to HESS rules and procedures by following the HESS Golden Rules
- Use work equipment, personal protective equipment, substances, and safety devices correctly
- Take part in safety training & risk assessments and suggest ways of reducing risks

General Responsibilities
- Adheres to Corporate Policies and Procedures, including Code of Conduct, Audit Procedures and any control related responsibility for financial data entered, stored, or reported via business systems within employee's control (list not exhaustive).
- Undertakes ad hoc duties as required.

Scope:

Problem solving:

- Strong analytical and problem-solving skills. Undertake data profiling and source system analysis and present clear findings to colleagues to support the end use of the data
- Logical and creative thinking skills. Can identify a problem in databases and data processes and contribute to the implementation of remedies and preventative measures
- Asks the right questions to accurately analyse situation, acquires data from multiple and diverse sources when solving problems, uncovers root causes, recommends options to resolve taking into account risks and benefits
- Scrutinise and challenge data requirements and solution designs

Impact:

- A proven trusted advisor across the Technology team, with specific expertise in data technologies being provided to a broad range of operational and project delivery activities
- Ensures adherence to IT processes and escalates compliance risks and issues appropriately
- Contributes to creation of new and updating of existing Data Services processes and standards
- Conducts quality assurance and data validation. Identify appropriate ways to collect, collate and prepare data and can check that the data and analysis is correct. Understand the concept of data being fit for purpose and undertake data cleansing, preparation and standardisation

Leadership:

- Lead through effectively engaging and communicating with key stakeholders. Able to translate technical concepts into non-technical language and understand what communication is required for internal and external stakeholders
- Lead by example, showing a clear commitment to the goals of Technology and to Carnival UK.

- Be an advocate for the Data Services team and communicate what it does, to create trust and authenticity
- No people management

Knowledge, Experience and Qualifications required:

Qualifications – essential:
- n/a

Knowledge/ Experience – essential:
- Experience as a Data or Process Automation Developer working within a large diverse organisation
- Strong technical skills in range of data processing technologies, supporting data transformation, metadata, data quality
- Advanced SQL knowledge and experience working with complex data sets in a range of databases

Qualifications – desirable:
- Degree in IT or another Analytical discipline.
- Relevant industry recognised qualifications or professional training

Knowledge/ Experience – desirable:
- Experience in RDBMS (SQL Server, Oracle)
- Experience with process automation technologies (UiPath , Power Automate)
- Experience with modern data platforms (Snowflake) & cloud services (AWS, Azure)
- Familiarity with API technologies, XML, web services.
- Understanding of project delivery methods and change management frameworks
- Familiarity with data modelling techniques such as Dimensional/Kimball, 3NF and Data Vault.
- Version control solutions such as GitHub, SVN
- Familiarity with agile working practices and tools such as CI/CD, DataOps, Jira.
- Familiarity with reporting and analytics tools (Power BI, Tableau, SAP Business Objects)
- Travel, hospitality, leisure or maritime industry background.

Issue Date:	April 2022	**Issued by:**	Josie Sykes, Senior Manager, Data Services	
REWARD ONLY	**Grade:** CUK Level 09	**RUI: 968**	**Date Approved: 14/04/2022**	**Initials: CM**