

# Job vacancy

## Data Engineer

Date: September 2025

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### Looking for an exciting and rewarding career?

theidol.com is looking for a Data Engineer to work closely with our Business Intelligence, Data Management and Development teams in support of our product markets (customers looking for Travel, Pet, Annuities, Life and Death in Service insurance) and operational business units.

The Idol is an award-winning, rapidly growing tech company based on the edge of the Lake District National Park in Cumbria. It's the ideal setting to get out, enjoy a walk, be inspired, and conceive our next innovative product or solution. We've been leading online innovation since 1999 and specialise in creating cutting-edge web applications and solutions for customers and businesses of all sizes.

We are part of the Legal & General Group and partner with household brands such as Go.Compare and ComparetheMarket. We pride ourselves on innovation and early adoption of new technologies and working practices. You can find out more on [our website](#).

### Overview

The Data Engineer will focus on data, data taxonomy, ingestion, extraction, formatting, and serving data to end users, and is responsible for managing the Extract, Transform, Load (ETL) process, governance and implementing technical processes and solutions to support those.

### Principle accountabilities

- Make data readily available and consumable by data scientists, analysts, and other stakeholders.
- Work closely with data scientists, analysts, and business teams to understand data requirements and support analytics initiatives.
- Conduct data modelling and research with other stakeholders.
- Consider, relevant to your role, the needs and objectives of all our customers, including vulnerable customers, to ensure that they receive good outcomes.
- Develop, test, and automate robust, scalable pipelines to move data from various sources to its destination.
- Implement processes to ingest data from multiple sources, transform it into a usable format, and load it into the data warehouse.
- Integrate new and existing datasets from various sources into the data pipelines.
- Monitor and optimise data systems, pipelines, and storage for efficient performance and scalability.
- Implement security best practices for data storage, access control, and encryption to protect sensitive information.
- Document, diagram, and visualise data objects, their relationships, systems, and processes.
- Present data visualisation dashboards and tooling to stakeholders based upon carefully considered functional and non-functional requirements.
- Be aware of emerging new technologies, identifying potential use cases, and champion a data-driven approach to developing solutions.

## Person Specification

### Knowledge, Experience and Qualifications

- Strong proficiency in Python and SQL.
- Knowledge of common data definition structures such as JSON and XML, and how to handle data ingestion of such data through data processing tools such as Kafka.
- Working experience with a variety of data management systems, such as RDBMS and NoSQL databases, as well as data warehousing solutions.
- Understanding of data security best practices.
- Experience applying best practices in design and software patterns, ensuring solutions are clear, maintainable, and understood by the whole team.
- Experience as a Data Engineer or other data-focused development role preferred.
- Knowledge of data visualisation best practices in BI tools (Tableau, Pyramid, Power BI, etc.).

### Behaviours

- Takes ownership and accountability for their role and conduct to ensure good outcomes for customers.
- Diagnoses stakeholder requirements and translates these into well-designed solutions based on the needs of customers in the relevant target markets.
- Influences conversations with colleagues and stakeholders to ensure best practice solutions are designed that help customers make timely and informed decisions.
- Provides verbal and written communication that is clear and concise to colleagues, senior management, and stakeholders at all levels – both technical and business-focused.
- Is flexible and adaptable – capable of changing direction where required, showing flexibility to meet new demands, and quickly learning and mastering new and existing technologies.
- Self-manages workload and consistently meets agreed deadlines and delivery targets.
- Is passionate about their craft and the value that data can add to a business.
- Enjoys being a contributing member of a Data team as well as the broader internal Engineering community.

### Scope

This is a full-time Monday to Friday role working an average 37.5 hours per week.

Hybrid flexible home/office working supported. There is a requirement to attend the office in Cumbria approximately twice a month or as frequently as required to meet the role requirements (expenses will be provided depending on your location).

Salary From £40,000 depending on experience, 25 days holiday plus public holidays, plus performance-rated bonus, enhanced pension, and generous private medical, family, sickness and insurance benefits, and share schemes.