**Why this role matters**

Every role at Neal’s Yard Remedies plays a vital part in bringing our purpose to life and in driving our next chapter of growth and transformation. Guided by our values and our commitment to putting customers first, you’ll contribute to a business that’s good for people and the planet and deliver products and experiences that truly make a difference.

As we move towards achieving our vision for data, this role is central to enabling the business to harness the power of technology to drive insight, innovation, and impact. You’ll help shape the future of our data landscape, building the infrastructure and tools that empower teams to make bold decisions, exceed expectations, and act with integrity.

**Where you’ll play to win:**

You’ll be part of a forward-thinking data team, designing and deploying scalable data solutions that unlock opportunities across the business. From building robust ETL pipelines to integrating complex systems, you’ll collaborate across departments to ensure data is accessible, secure, and actionable. Your work will directly support strategic initiatives and help us make things happen.

Key Responsibilities:

* Translate business needs into technical specifications that deliver real value.
* Design, build, and deploy BI and data engineering solutions.
* Maintain and support data analytics platforms to ensure performance and reliability.
* Evaluate and improve existing BI systems and data pipelines.
* Collaborate with cross-functional teams to integrate systems and streamline data flows.
* Conduct unit testing and troubleshooting to ensure data quality and resilience.
* Develop APIs and automated services for real-time and batch data processing.
* Support CI/CD practices and DevOps integration for data workflows.
* Ensure compliance with data governance and security standards.

**What does success look like in this role:**

Success means delivering data solutions that are not only technically sound but also aligned with business strategic objectives. You’ll exceed expectations by creating systems that are scalable, secure, and intuitive, enabling teams to focus on what matters. You’ll be a trusted partner across the company, known for your reliability, insight, and collaborative spirit.

**Commerciality**

You’ll bring a commercial mindset to data engineering, identifying opportunities to reduce costs, improve performance, and drive business outcomes. Whether it’s optimising cloud usage, enabling predictive analytics, or supporting customer-facing platforms, your work will contribute directly to our strategic growth and operational excellence.

**Capabilities: What makes you great for this role**

* Builds strong relationships across diverse teams, aligning stakeholders around a shared vision and driving collective success.
* Communicates effectively with technical and non-technical audiences, ensuring clarity, trust, and alignment throughout the project lifecycle.
* Champions innovation and continuous improvement by encouraging experimentation and proactively solving complex challenges.
* Skilled in SQL, Python, dbt, Snowflake, SSIS, AWS, and Azure DevOps, with a strong foundation in building scalable data solutions.
* Experienced in designing and implementing ETL processes, data warehousing, ingestion pipelines, and working with big data platforms.
* Proficient in data modelling, information architecture, and ensuring compliance with data security and governance standards.
* Applies Agile methodologies (SCRUM), CI/CD pipelines, and test-driven development (TDD/BDD) to deliver high-quality, reliable solutions.
* Work effectively in teams, bringing strong analytical thinking and a proactive approach to resolving issues and driving progress.

