



Principal Data Engineer

Specifics

Reporting to

Data & Architecture Practice Lead

Practice/ Team

Data & Architecture Practice

Business Service

Digital & Product

Date

March 2025



Welcome

We're committed to making energy cleaner and cheaper for Aotearoa New Zealand.

Our Retail structure is made up of a network of empowered teams, united by a shared purpose and clear goals, equipped with the skills and capabilities to deliver value to customers end to end.

The way we work is just as important as the work itself. Alongside our Meridian Values, we are guided by three key behaviour shifts: 'Make people awesome', 'Set your compass on customers' and 'Progress over perfection'.

Responsibilities

- Design and implement modular and scalable data and AI architectures and data models, ensuring retail data and platforms serve all required data personas.
- Develop and manage data pipelines from ingestion to serving, including automated quality and integrity using DataOps practices.
- Ensure platform high availability, performance, observability, privacy, and security, and contribute to cost optimisation.
- Lead transition of retail data practice to modern and AI supported approaches, ensuring data is accessible and trusted.
- Contribute to enterprise governance, and design and implement retail principles, patterns, and standards.
- Collaborate with retail cross-functional teams and enterprise ICT.

Role Purpose

As the Principal Data Engineer, you'll be a leader within the practice and play a key role in shaping and executing data and AI architecture and engineering across retail, ensuring alignment with business goals.

This role drives the design, delivery, and management of the retail data and AI platform, pipelines, and data products, working within squads or as an enabler.

As a leader within the practice, you will mentor other data practitioners, encouraging a culture of innovation, strategic thinking, and continuous improvement.

Please read this description together with Squad Member/Practice Member role profile.

Skills and Experience

- Proven experience collaborating with business and product teams to achieve shared outcomes, including design, build, enablement, and transition.
- Strong track record with modern data platforms, such as Databricks and AWS or Azure native services, leading architecture and execution, including CI/CD.
- Extensive experience designing, building, and maintaining scalable ETL/ELT data pipelines, using Spark for data at scale.
- Advanced data modelling expertise across the data lifecycle.
- Proficient programming skills in languages such as Pyspark, SQL, Python, and Terraform for IaC (Infrastructure as Code).
- Demonstrated ability to lead and mentor data practitioners, improving practice and ensuring they remain value focused.





Squad Member / Practice Member

As a Squad Member, I am

- A team-player, responsible for delivering items on the backlog and for the delivery of the squad overall
- Curious and innovative and passionate about customer experience and value
- Empowered to be autonomous within clearly defined guardrails
- Adaptable and flexible to changes in priorities

And, I am not

- Building a hierarchy within the squad based on craft
- Deciding on prioritised backlogs
- Rejecting proposed solutions without offering alternatives
- Avoiding giving feedback
- Limiting my responsibilities to personal tasks only

Role Purpose

A team player and specialist in your craft, jointly responsible for the delivery of your squad's purpose and goals aligned to the objectives of the Value Stream.

You are also a member of a Practice, Hub or Enabling team in your field of expertise (craft) where you'll hone your skills through regular Practice-time.

Structure

In the Value Streams people are organised into fully-dedicated, cross-functional squads, where we can collaborate, iterate and innovate faster and are empowered to make the decisions that will deliver on our purpose.

There are multiple squads within our Home and Business Value Streams.

Skills and Mindsets

Individual skills

- Passionate about your craft, delivering at the top of your game and learning everyday
- Strong communication and collaboration skills, able to challenge respectfully
- Effective stakeholder engagement

Mindset

- Open to new ideas and valuing every voice, with a desire to develop ideas together in a collaborative way
- Ability to create an atmosphere of trust, inclusion, curiosity and continuous learning
- Willing to learn and work outside of your area of expertise where required

Key Responsibilities

Set your compass on customers

- Responsible for the achievement of squad goals and the delivery of quality outputs
- Build to learn with a 'small, simple, now' approach, gathering real time feedback from customers and stakeholders to enhance products and solve problems
- Develop working products that meet the 'definition of done'
- Collaborate with Value Owners and your squad to resolve impediments
- Participate in squad and Practice events and assist in defining work practices, standards and frameworks that enable quality outputs

Teamwork - Make people awesome

- Foster a growth mindset, encouraging your squad-mates to embrace challenges, persist through setbacks and treat every experience as an opportunity to learn
- Muck-in to assist the squad in whatever way is required
- Share learnings and support the upskilling of others
- Support in establishing standards

