

Position Description



1. General Information

Position Title:	Data Platform Specialist
Division/Department:	Data Services, Information Technology
Position Reports to:	Director of Data and Integration
Enterprise/Individual Agreement:	Common Law/Non Award, Individual Agreement
Classification/Grade:	Individual Agreement
Location:	Richmond Corporate Office, Pelaco Building
Employment Status:	Full Time
Resource Management (for Management positions only) Number of Direct Reports: Budget under management:	
Key Relationships - internal and external	<ul style="list-style-type: none">• The Data Services Team• Business Users and Technology Support Teams.• Vendors that provide software and support services as required.

2. Overview of Epworth HealthCare

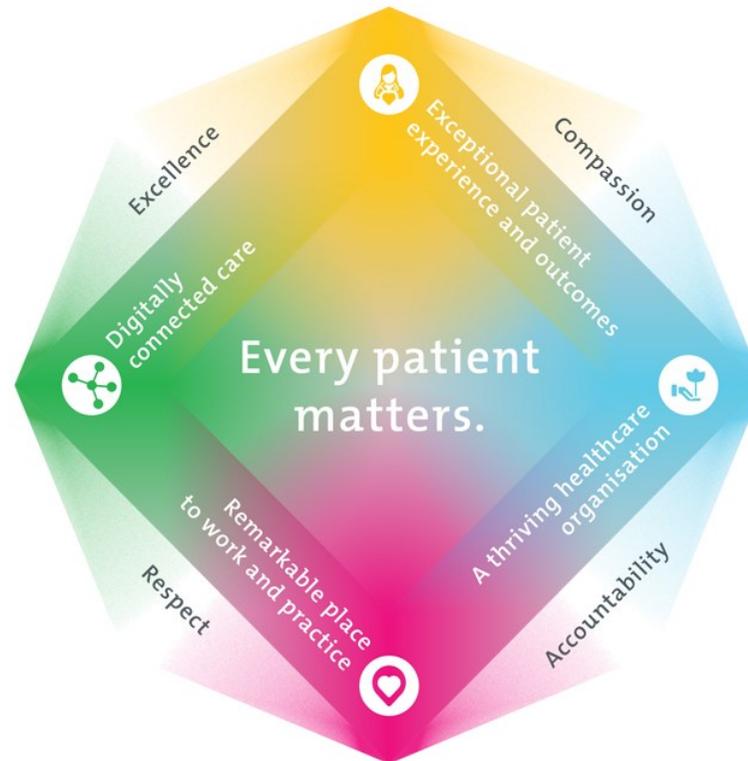
Epworth HealthCare is Victoria's largest not-for-profit private health care group, renowned for excellence in diagnosis, treatment, care and rehabilitation. Epworth is an innovator in Australia's health system, embracing the latest in evidence-based medicine to pioneer treatments and services for our patients.

Epworth's values define our approach and our delivery. We pride ourselves on communicating our values and delivering on them in a real and meaningful way. Our Values are Compassion, Accountability, Respect and Excellence. More information can be found on the [Epworth website](#).

Epworth's purpose is Every Patient Matters.

Our Vision is Delivering another 100 years of exceptional healthcare and innovation to the Victorian community.

3. Epworth HealthCare Strategy



All roles are linked to the Epworth strategy and are fundamental in achieving its vision and purpose.

Exceptional patient experience and outcomes - To empower our patients and deliver compassionate, expert and coordinated care.

A thriving healthcare organisation - To adapt and grow in a changing healthcare landscape by delivering a unique private not-for-profit healthcare organisation.

Remarkable place to work and practice - To ensure Epworth is an outstanding place to work and practice through a culture of care and investment in our people.

Digitally connected care - To innovate and improve the digital experience, interactions and outcomes for our patients, staff and doctors.

4. Purpose of the Position

The Data Platform Specialist is responsible for building and operating the organisation’s modern data platform, enabling secure, reliable, and cost-effective data delivery across the enterprise.

This role engineers scalable data pipelines and products across the full data lifecycle—including ingestion, streaming, transformation, storage, governance, and orchestration—using a variety of modern data tools and services. The specialist works closely with analytics, integration, and application teams to ingest, transform, and publish high-quality, governed datasets for clinical, operational, and research use.

Solutions must align with organisational standards and comply with relevant privacy and security requirements, such as the Australian Privacy Principles (APPs), while supporting strategic goals and business outcomes.

5. Clinical Governance Framework

This role is required to put into practice the Clinical Governance Framework at Epworth as every employee is accountable for ensuring that our patients and community receive safe, high quality and person-centred care in every interaction with Epworth. This is achieved through active participation in the five domains of clinical governance at Epworth:

Clinical Governance Domain	Role
<i>Leadership and culture</i>	Promote and participate in a supportive, fair and transparent culture where lessons from previous outcomes are learned and patient safety and quality is a priority at all levels of the organisation.
<i>Consumer Partnerships</i>	Understand and where relevant, ensure that each patient is actively involved in their own care and treatment including families/carers wherever possible.
<i>Effective Workforce</i>	Develop and maintain one’s own competency, skills and knowledge to ensure high quality service provision and care.
<i>Clinical Safety and Effectiveness</i>	Understand and where relevant, ensure, that the right care is provided to the right person at the right time, in the right place and patient outcomes are monitored and improved.
<i>Risk Management</i>	Be responsible for identifying and reporting risks, hazards and near misses for people in our care and participating in risk mitigation strategies.

6. Key Accountabilities

KEY RESPONSIBILITIES	MEASURES/KPIs TO BE ACHIEVED
<ul style="list-style-type: none"> • Design & run ingestion pipelines (batch + streaming). • Standardise ELT in target Data platform. • Model for performance and reuse. • Governance & quality with Data governance tool. • Orchestration & reliability. • Security by design. • FinOps & cost optimisation. • Legacy migration enablement. • Observability end-to-end. • CI/CD & IaC. • Consumer enablement. • Community of practice & knowledge base. 	<ul style="list-style-type: none"> • Data freshness SLOs met; failed-run rate; MTTR; % pipelines on standard pattern. • % models with tests; deployment success rate; model documentation completeness. • Query latency/throughput targets; cross-team reuse; defect escape rate. • DQ pass rate; % sensitive columns tagged; lineage coverage; zero high-severity audit findings. • SLA attainment; incident count/severity; change failure rate; mean time to restore. • Zero high-severity security incidents; access reviews completed; compliance checks passed. • Cost vs budget; cost per TB scanned; % queries hitting partitions/clusters. • <i>KPIs</i>: Cutover on plan; variance within tolerance; decommission milestones met. • Alert coverage; actionable alerts (% with runbooks); SLO attainment. • Lead time for changes; deployment frequency; IaC drift = 0; % resources managed by IaC. • Dataset adoption/NPS; BI query performance; # certified data products. • Docs freshness; sessions delivered; reuse of templates.
<p>Customer Service</p> <p>Epworth is committed to the provision of excellent customer service to all of our people, customers and stakeholders including patients and external suppliers.</p> <p>Superior patient service leads to improved healing in a trusting, caring environment and creates a safe environment for patients and employees.</p>	<ul style="list-style-type: none"> • Patient and customer service satisfaction surveys within agreed targets • Use AIDET principles in all interactions • Issues are escalated to the manager and resolved in a timely manner

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<ul style="list-style-type: none"> • Provide excellent, helpful service to patients, visitors and staff • Communicate with clear and unambiguous language in all interactions, tailored to the audience • Build customer relationships and greet customers and patients promptly and courteously • Actively seek to understand patients' and their family's (customers) expectations and issues 	
<p>Safety and Wellbeing</p> <p>Participate actively and positively in the area of health and safety to reduce all hazards and incidents within the workplace</p> <ul style="list-style-type: none"> • Report all hazards, incidents, injuries and near misses immediately to your manager and log them in RiskMan 	<ul style="list-style-type: none"> • Adhere to infection control/personal hygiene precautions • Implement and adhere to Epworth OHS policies, protocols and safe work procedures • Mandatory training completed at agreed frequency

7. Position Requirements/Key Selection Criteria

COMPONENT	
Qualifications	<p>Essential</p> <ul style="list-style-type: none"> • Bachelor’s degree in Computer Science, Information Systems, Data Engineering or related discipline. <p>Desirable</p> <ul style="list-style-type: none"> • Data Engineer and/or Professional Cloud Architect certification; postgraduate qualification in Data/Analytics.
Previous Experience	<ul style="list-style-type: none"> • 5–8+ years of experience in data engineering or data platform roles, including 2–3+ years working with cloud-based data ecosystems. • Proven experience building production-grade data pipelines involving messaging, CDC/streaming, transformation engines, and analytical data stores. • ELT development using modern transformation frameworks (e.g., dbt), including implementation of tests, CI/CD integration, and environment promotion. • Strong understanding of data modeling techniques (e.g., 3NF, Data Vault 2.0, star schemas), with hands-on experience implementing SCD/CDC merge logic and handling late-arriving data.

	<ul style="list-style-type: none"> • Experience operating and orchestrating data workflows, including designing alerting mechanisms, retry strategies, and runbook-driven support processes.
<p>Required Knowledge & Skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • Expertise in performance engineering for analytical data platforms, including partitioning, clustering, materialized views, resource allocation, and access control strategies. • Strong understanding of data governance practices, including metadata management, data quality rules, lineage tracking, and glossary curation. • Security by design: implementation of least-privilege access controls, encryption key management, secret handling, network isolation, and secure service connectivity. • Experience with CI/CD and infrastructure-as-code (IaC) practices, including automated build pipelines, artifact management, version control workflows, and code review processes. • Proficiency in observability tools and practices, including logging, monitoring, error reporting, data quality monitoring, service-level objectives (SLOs), and incident response hygiene. <p>Desirable</p> <ul style="list-style-type: none"> • Familiarity with data mesh principles, domain-oriented design, and product thinking for data assets. • Experience integrating machine learning capabilities into data platforms and applying cost governance and FinOps practices.
<p>Personal Attributes & Values</p> <p>All employees are expected to consistently work in accordance with Epworth’s values and behaviours</p> <ul style="list-style-type: none"> • Compassion • Accountability • Respect • Excellence 	<p>Essential</p> <ul style="list-style-type: none"> • Displays initiative, motivation and self confidence • Honest, competent, forward looking and inspiring • Ability to work within a self-directed framework • Ability to develop and maintain professional and collaborative relationships with key internal and external stakeholders • Practical, detail-oriented engineer; proactive problem solver. • Strong communicator and collaborator; supports knowledge-sharing and mentoring • Committed to continuous quality improvement • Aligned with Epworth’s Vision and Values and Behaviors

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Document Control

Date Developed:	Date Last Reviewed:	Developed and Reviewed By (Position Title):
2025	October 2025	Director of Data and Intergration/ Talent Partner

8. Employee Position Declaration

I have read and understand the requirements and expectations of the above Position Description. I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the Key Accountabilities. I understand that the information and statements in this position description are intended to reflect a general overview of the responsibilities and are not to be interpreted as being all-inclusive.

Employee Signature: _____

Print Name: _____

Date: _____