



*Intelligence for Purpose*

## Role: Data Architect/Engineer

We equip and enable social purpose organisations to have a disproportionate impact on the community. If you are a consultant or technologist and want to leave your mark in the world, we want to hear from you.

At Cognis, you will work with government, member-based organisations, not-for-profits and social enterprises to advance education, health, financial security and safety. You will enjoy the diversity of consulting work, while having a measurable positive impact on the community.

Our values:

- *Good* - We leave things better than we found them.
- *Great* - We strive to be the best at what we do.
- *Open* - We partner with the best at what they do.
- *Tough* - We fight for the causes we care about.
- *True* - We say what we think and do what we say.

We are an equal opportunities employer, committed to diversity.

### **Where you are going**

Our promise to clients is to bring highly skilled team members who will work harder than anyone else for their purpose. Given this, we are looking for candidates who demonstrate commitment to both, developing their careers and serving the community.

Our promise to you is:

- We will provide opportunities for meaningful work.
- We will enable you to develop applied data, analytics and AI expertise.
- We will give you a “work family” environment, where we look after each other.

## How you will help

You will help our clients to deeply understand the people they serve, personalise how they engage with them, and measure their results. Your key responsibilities will be to:

- Merge CRM, digital channel and other data.
- Define data quality improvement strategies.
- Advise data governance mechanisms.
- Evaluate tools and technologies.
- Implement personalisation platforms.

## Where you have come from

You will bring the following knowledge and skills to the role:

### Data Engineer

- Data Modelling and Optimisation – designing logical and physical database schemas; optimising the performance of structured and unstructured database technologies, particularly Azure SQL Database / SQL Server, Azure Data Factory / SSIS and Azure CosmosDB. We will consider equivalent experience on Amazon Web Services and the Google Cloud Platform.
- Data Mapping – defining source-to-target data field mappings and transformations.
- Data Integration – designing and building end-to-end data pipelines to ingest, transform and leverage data from various sources, particularly on the Azure Cloud Platform.
- Data Centric Security – advising and implementing controls to protect client data assets.
- Coaching – teaching client colleagues as you work so they can operate and build on capabilities delivered.
- Teaming – promoting Cognis' values, working effectively as part of integrated and multidisciplined teams that may include client, partner and Cognis personnel.

### Data Architect

The same requirements as Digital Analyst plus:

- Data Profiling – identifying and evaluating data sources; understanding uses of data and recommending data quality improvement strategies.

- Data Governance – establishing Data Offices and Agile Data Operating Models; obtaining buy-in from diverse stakeholder groups; facilitating data governance meetings.
- Platform Architecture – defining personalisation platform requirements; designing platform architectures; evaluating technology/vendor options.
- Team Leadership – effectively leading integrated and multidisciplined teams, with laser-like focus on developing others and delivering outcomes.
- Innovation – working with Cognis’ Directors to develop new service offerings, improve client services, and improve team member experience.

The Data Architect role requires 5+ years’ experience, while the Data Engineer role is open to graduates.

### **Get in touch**

If you meet the criteria above and are interested in working with us, please write to us at [info@cognis.com.au](mailto:info@cognis.com.au).