



Creating a world of better opportunities

Job description

Data Technology Manager

Hybrid - Stevenage

Permanent

Grade 11

Full Time - 35 Hours per Week

Reports to: Head of Data Technology and CRM

Where the role fits

This role sits within the Technology Team, which is responsible for designing, developing, and maintaining the IET's technology solutions. The team plays a vital role in ensuring that the organisation's digital infrastructure is robust, secure, and fit for purpose. This includes the development and integration of software applications, the management of data systems, and the implementation of cybersecurity measures to safeguard information assets.

Beyond day-to-day technical operations, the team works collaboratively across departments to identify opportunities for innovation, streamline business processes, and enhance user experiences through technology. Whether automating routine tasks, improving system interoperability, or supporting staff with technical issues, the Technology Team is central to enabling the IET to operate efficiently and deliver value to its members and stakeholders.

Purpose of the role

The Data Technology Manager plays a pivotal role in shaping and modernising the IET's data strategy and technology landscape. Reporting to the Head of Data Technology and CRM, the Data Technology Manager is responsible for leading the evolution of the IET's data architecture, embedding best practices, and driving the adoption of Azure-based data solutions. By leveraging innovative data technologies, the role will enhance The IET's ability to harness data for strategic decision-making, operational resilience, and organisational growth.

A key aspect of the role involves leading a team of data specialists, fostering a culture of technical excellence, collaboration, and continuous improvement. Working closely with stakeholders across all areas of the IET, the Data Technology Manager will ensure that data requirements are fully understood, data capabilities are optimised, and accessibility is improved. With responsibility for the delivery and maintenance of robust data pipelines, platforms, and models, the role ensures that high-quality, secure, and reliable data underpins critical business processes.

Operating within a predominantly offshore development model, the Data Technology Manager will provide both strategic leadership and hands-on expertise, addressing complex challenges, and actively working on solutions when necessary. This is a forward-looking leadership position, dedicated to delivering best-in-class, scalable, and resilient data solutions through the timely and effective application of technology.

Our leadership charter

Leadership is important. It helps create the culture that we need to be a success – as individuals, as teams and as an organisation. As part of our framework, we have four behaviours we specifically look for in our leaders:

- **Shares vision** – by setting a clear shared vision of success for the organisation
- **Sparks engagement** – by empowering, inspiring, and developing people
- **Skilfully executes** – by setting stretching performance expectations, reviewing progress, and holding people to account to deliver planned outcomes
- **Sustains progress** – by recognising achievement and encouraging continuous improvement and experimentation

Our five behaviours

Created by our people – for our people; our behaviours underpin much of what we do and reinforce the type of organisation we want to be. They're an integral part of how our performance is managed and how we recognise great work, and map across our learning and development offering too.

You will seek to bring our behaviours to life in all that you do:

- **Include everyone**
- **Do your very best**

- **Take full ownership**
- **Work well with others**
- **Openly communicate**

Main duties and responsibilities (not necessarily in priority order)

- Responsible for the modernisation of The IET's data technology stack and architecture, ensuring alignment with industry best practices and strategic objectives.
- Responsible for the ongoing development and maintenance of scalable data pipelines and architectures, ensuring efficient data ingestion, transformation, and storage to support business intelligence and analytics.
- Responsible for the ongoing reliability, performance, and support of the Data platform. This includes monitoring the operating environments, responding to queries and planning for growth
- Lead and manage the Data team to ensure operational resilience and delivery of projects to timelines. Provide direction, coordination, instruction and guidance to the team (including appropriate third-party contractors as and when required) for day-to-day functions and long term delivery.
- Ensure that coding standards and industry best practices are always adhered to.
- Drive the adoption of Azure data technologies, including but not limited to Fabric, Data Factory, Databricks, Synapse, and Delta Lake, to enhance data accessibility, quality, and performance.
- Introduce and enhance self-service reporting capabilities, ensuring secure and resilient data access for key stakeholders.
- Collaborate with analytics and business teams to enhance data accessibility and usability, enabling informed decision-making across the organisation.
- Work closely with Information Security teams to implement robust data security measures, including Data Loss Prevention tools and best practices.
- Design and implement advanced analytics and business intelligence solutions, leveraging tools such as Power BI.
- Support internal and external stakeholders by providing technical expertise and troubleshooting data-related challenges.
- Stay abreast of emerging trends and advancements in data engineering, ensuring The IET remains at the forefront of technological innovation.
- Any other duties as are reasonable as per the skill and experience of the post-holder.

The following generic responsibilities would also apply to the role. Specific responsibilities will vary depending on the department and level of seniority.

- **Shape the IET's future:** You'll play a key role in developing and implementing strategic plans that define the direction of the IET and contribute to long-term success.
- **Lead and inspire teams:** You'll provide strong leadership that motivates and inspires your team and the wider One IET team to achieve their best, fostering a culture of purposeful collaboration and open communication.
- **Maximise team strengths:** You'll enhance productivity and engagement by maximising your team's understanding and use of their strengths, ensuring that each team member can contribute their best work.
- **Manage performance and development:** You'll be responsible for setting clear objectives, monitoring performance, and providing feedback and development opportunities for your team members.
- **Build strong relationships:** You'll develop and maintain strong relationships with internal and external stakeholders, effectively representing the IET and its vision.
- **Make informed decisions:** You'll exercise sound judgement and make informed decisions, considering all relevant factors and potential risks to ensure optimal outcomes for the IET.

Skills and experience required

- Proven experience in a senior data engineering role, ideally as a Lead Data Engineer or equivalent, with experience of leading a technical team and building a culture of excellence and collaboration.
- Extensive knowledge of the Azure analytics ecosystem, including hands-on experience with core Azure data technologies.
- Strong programming skills in C#, SQL, PowerShell, and Python, with the ability to develop scalable and efficient data solutions.

- Understanding of AI/ML implementation within an Azure environment and its application in driving data-driven insights.
- Ability to problem solve, either alone or part of a team, and escalate to third parties or senior management as necessary, in line with agreed SLAs.
- Experience in managing in an Agile environment, including leading Scrum and Retrospective meetings.
- Demonstrable experience in shaping and embedding organisation-wide data strategies.
- Strong communication and stakeholder management skills, with the ability to collaborate effectively, manage requirements, and support Agile delivery processes.
- Technical credibility and confidence in making impactful architectural and engineering decisions.
- Familiarity with governance practices, including maintaining documentation, compliance with data security standards, and ensuring best practices are upheld.
- A proactive approach to process improvement, innovation, and continuous learning.
- Certification as a Microsoft Azure Data Engineer Associate, and exposure to Power Platform and its integration with data solutions would all be advantageous.

The following generic skills and experiences would also apply to the role. Specific requirements may vary depending on the department and level of seniority.

- **Proven leadership experience:** A demonstrably successful track record in a managerial or leadership role is essential.
- **Exceptional communication and interpersonal skills:** You'll possess excellent written and verbal communication skills, with the ability to present information clearly and confidently. You'll build rapport and trust with team members through effective communication and active listening.
- **Strong organisational and time management:** You'll demonstrate excellent organisational skills with the ability to prioritise effectively and manage your workload to meet deadlines consistently.
- **Technical or administrative expertise:** You'll possess in-depth knowledge of the relevant technical or administrative area, coupled with a commitment to lifelong learning and development to stay current with industry trends and best practices.
- **Motivational and inspirational leadership:** You'll be able to inspire and empower your team to achieve their full potential through facilitating learning and fostering a culture of innovation, collaboration, and excellence.
- **Teamwork and independent work:** You'll be a strong team player with the ability to work independently and take initiative when required.
- **Inclusive and positive work environment:** You'll be passionate about creating a positive and inclusive work environment where diversity is celebrated, and each individual feels empowered to contribute and thrive.
- **Proficiency in IT tools:** You'll be proficient in Microsoft Office applications and demonstrate a willingness to learn and use any applicable support systems, including CRMs and databases.

Document control

<i>Authorised by</i>	<i>Job Title</i>	<i>Date</i>
<i>Head of Department / Team</i>	<i>JS – Chief Technology Information Officer</i>	<i>08.2025</i>
<i>Strategic People Partner</i>	<i>JW – Strategic People Partner</i>	<i>08.2025</i>

This job description is not intended to include specific tasks, temporary activities or projects but aims to describe the overall purpose and outputs for the role and may be subject to change. Using this role profile, specific success objectives will be part of the ongoing performance conversations with your manager throughout the year.

It's the expectation that you will understand and keep up-to-date with all IET mandatory policies and appropriate training, including data protection and data handling, as well as current Health and Safety policies.