

DATA ARCHITECT

Glue Reply is looking for the right type of people to join its dynamic team. You will need to demonstrate the ability to consult with a track record that shows that you have good communication skills, team skills and relevant domain knowledge. To thrive in the Glue Reply environment you will need to excel in the areas of self-motivation, self learning and adaptability. The world in which Glue Reply operates is a fast moving and dynamic business and the Glue Reply culture has to reflect this environment. Prior to joining Glue Reply you will be evaluated against our list of performance guidelines. The results of this and subsequent assessments will form the basis for your development plan.

The Data Architect will work within a data management team, or independently, to define, review and implement various aspects of data governance such as data modelling, data analysis, data management, data stewardship, metadata management, and master data management for range of clients. The candidate will have a proven track record in any combination of data analysis, data cleansing, database modelling, database performance tuning, data migration and data level business analysis using more than one database technology. Involvement in at least one development project is highly desirable. A good understanding of data standards, database modelling best practice is highly desirable. Use of any tools in the areas of data modelling, data profiling and cleansing are also desirable. An awareness of frameworks such as TOGAF and Zachman would be useful.

DUTIES

- Maintains up-to-date, specialist knowledge of database concepts, modelling techniques and design principles and a detailed knowledge of the full range of database architectures, software and facilities available and their potential value to an organisation.
- Guides and assists solution architects towards the appropriate high level design for the data components in accordance with the Enterprise Data Architecture.
- Provides detailed advice and guidance to customer and delivery partner/s in object and data modelling and in the effective use of database tools and facilities available to them.

- Analyses data requirements to define, modify or maintain data models.
- Demonstrates, installs and commissions selected data modelling and management tools and database products.
- Assists the Enterprise Technical Architect with the selection of data related technologies, e.g. database management systems.
- Assists with the definition and implementation of processes around data management, e.g. data model maintenance, data quality policies, data security policies, lifecycle management, reference data management, meta data management, master data management etc;
- Assists with the definition of standards for data analysis and modelling tools and techniques, advises on their application and helps to ensure compliance and that corporate standards for repository administration and data dictionaries are observed.
- Assists with the quality assurance of corporate data structures, project developed data structures and associated components (entity descriptions, relationship descriptions, attribute definitions).
- Contributes to the development and implementation of the data management policy within the organisation.
- Provides guidance on the use of industry and cross-industry standards for the exchange of information.
- Provides advice and guidance on Data Migration strategy, approaches and tools.
- Assists with the capture, recording and reconciliation of business semantics
- Assists in the definition, set-up and maintenance of the metadata repository.
- Maintains up-to-date, specialist knowledge of database modelling techniques, design principles and industry standard data structures, e.g. PLCS & OAGIS.
- Provides detailed advice and guidance to customer and delivery partner/s in all classes of data modelling, including; object, relational, dimensional, hierarchical & message models and in the effective use of data modelling tools.
- Provides support and mentoring to the data steward community.
- Analyses, assesses and records the quality of data for a given domain, process or data store to an agreed set of quality criteria.
- Assists the business in understanding and quantifying the operational impact and financial implications of poor data quality.
- Co-ordinates and assists with the root cause analysis and assists in the identification of corrective actions, e.g. systems changes, process change, data cleansing activities etc.
- Assists the nominated Project Manager in developing and executing the remedial action plan for data quality issues.
- Ensures that data design, modelling & development activities are performed in accordance with the relevant policies, standards and processes. Provides advice & guidance as required.
- Ensures integrity of high-level design with the architecture, of low level design with the high level design and of the delivered solution with the detailed design.

APPLICATION EXPERIENCE

- Good knowledge of one or more data modelling tools, such as

PowerDesigner or erWIN.

- Knowledge of enterprise architecture modelling tools, e.g. Telelogic System Architect, Rational, etc.
- Knowledge of ETL and XML mapping tools, e.g. Altova XMLSpy.

BROADER EXPERIENCE

- Broad understanding of the role of data and data schema within a Service Oriented Architecture.
- Experience in XML-based standards such as OAGIS, PLCS, ACORD, etc.
- Good knowledge of using modelling standards, such as UML.
- Experience in one of more aspects of the maintenance of corporate metadata, either through a specialised application, or through architecture definition tools or data integration tools.
- They should have highly developed skills in data modelling, taxonomy management, XML and XSD, and process design.

ARCHITECTURE EXPERIENCE

- Will have experience of delivering within the Architecture Definition Cycle
- Able to interpret customer requirements to build architecture definitions from the logical to the physical;
- Experience in defining and implementing processes required for the management of data

ROLE EXPERIENCE

- Probably at least one years consulting experience (or justifiable equivalent), with considerable background in data analysis or design roles
- Experience of leading meetings and workshops and making presentations
- Consultancy experience in a design & delivery capacity
- Will ideally have played a relevant key role in the delivery of large data-based projects, such as data migration, business intelligence, CRM, etc.

PROCESS AND INDUSTRY EXPERIENCE

- One or more of Retail, Manufacturing, Utilities, Telecoms, Government or Financial Services (or similar) experience desirable

PERSONAL SKILLS & CULTURAL FIT

- A willingness to lead, and be led
- Ability to professionally deal with difficult and uncomfortable workplace situations, potentially with minimal peer-support
- Good personal organisation, productivity and time management skills
- Enthusiastic, pro-active and flexible attitude to work
- Demonstrable enthusiasm about technology and/or innovation and/or problem solving
- The individual will have excellent interpersonal skills and be seen as an advocate for good data management principles.

TEAM SKILLS

- communication
- interpersonal skills
- personal organisation & productivity
- managing meetings

DELIVERY SKILLS

- customer focus and results focus
- problem solving
- quality & dependability
- initiative
- job knowledge (see skills below)
- decision making & judgement
- project management & planning

COMPANY DEVELOPMENT

- coaching
- knowledge management
- commercial awareness
- Prior to joining Glue Reply you will be evaluated against our list of performance guidelines. The results of this and subsequent assessments will form the basis for your development plan.



Glue Reply is UK's leading consulting services organisation focused exclusively on optimising IT/Business alignment and minimising the cost of business and IT technology change. Our core proposition is to help organisations maximise the value from their change and technology investments by helping them define, design, implement and resource best practice:

- Enterprise architecture, incorporating the information and data architecture domains
- Data management & data governance
- Business and technology change management processes, roadmaps and competencies
- Business design and process management initiatives
- SOA and integration architecture, methods and platforms