Job title:	**Data Product Engineer Apprentice**
Line manager:	**Lead Data Products Engineer**
Grade ***(if applicable):***	**3**
Direct reports:	**None**

Role Purpose:

- To support the design, building, and maintenance of trusted, reusable data products that help Peabody make better decisions. This is an entry-level engineering role designed to grow capability from within. You will work closely with our Lead Data Products Engineer and the wider team, developing your technical skills in a structured, supportive environment whilst making a real contribution to our data strategy from day one.

Key Activity:

Engineering & Development

- Support the design and development of data pipelines and transformations using Azure Data Platform services including Databricks, Data Factory, and Data Lake Gen2, under the guidance of senior engineers.
- Contribute to the engineering of curated data layers (bronze, silver, gold), learning how each layer is structured, governed, and optimised for different uses.
- Write and maintain Python and SQL code for data transformation tasks, building proficiency over time with support from the team.
- Assist with embedding data quality checks, monitoring, and basic alerting into data pipelines, learning how to spot and resolve issues.
- Support the creation and maintenance of technical documentation including data dictionaries, process notes, and lineage records.

Collaboration & Learning

- Work alongside product owners, data analysts, and business stakeholders to understand requirements and how data products serve real business needs.
- Participate actively in agile ceremonies including stand-ups, sprint planning, and retrospectives, contributing your perspective and developing your understanding of delivery practices.
- Engage enthusiastically with the mentoring and development programme provided by the Lead Data Products Engineer, including code reviews, pair programming, and structured learning.
- Proactively ask questions, seek feedback, and apply learning to your day-to-day work.
- Where applicable, balance on-the-job learning with any formal apprenticeship learning requirements.

Governance & Standards

- Adhere to data governance policies, metadata standards, and security controls as directed by senior team members.
- Develop a working understanding of data product principles, governance frameworks, and why data quality and auditability matter to the organisation.
- Raise issues, errors, or data concerns promptly and transparently, contributing to a culture of openness and continuous improvement.

Success Metrics:

- Consistent delivery of assigned engineering tasks to the standard and timescales agreed with your line manager.

Version Date:		**Signed off by:**	

- Clear evidence of skills development and progression, tracked through regular development conversations.
- Positive engagement with the team's ways of working, mentoring sessions, and learning opportunities.
- Growing independence in completing engineering tasks, with reducing need for day-to-day supervision over time.
- Contributions to data documentation are accurate, maintained, and valued by the team.

Level 5 Databricks Engineer apprenticeship

As part of your 21-month apprenticeship you will:

- Attend training sessions, workshops, and meetings to gain essential knowledge in the field.
- Participate in off and on-the-job training to apply your learning in real-world scenarios,
- enhancing your practical skills and understanding of business administration.
- Complete assignments, assessments, and coursework to fulfil the programmes requirements.
- Engage in 1:1 sessions and performance reviews, providing valuable insights for personal
- growth and skill development.
- Receive mentoring and support from experienced professionals, offering guidance to help you
- succeed.
- Have opportunities for career development within the company, exploring potential growth and
- advancement.
- Complete a final apprenticeship assessment to demonstrate your knowledge, skills, and
- competence at the end of your apprenticeship.

About you:

- An enthusiasm for data, technology, and problem-solving. You don't need to know everything, but you need to want to learn.
- Some foundational experience or study in data, software development, or a related technical discipline (e.g. through a degree, bootcamp, apprenticeship, or personal projects).
- Basic familiarity with Python or SQL is desirable, but not essential. What matters most is a willingness to build these skills.
- A collaborative mindset. You enjoy working with others, asking questions, and sharing what you learn.
- Attention to detail and a pride in producing work that is accurate and well-structured.
- Good organisational skills and the ability to manage your own workload with support from your line manager.
- Comfortable working in an evolving environment, adaptable, open to feedback, and resilient when things don't go to plan.
- A commitment to growing as an engineer and contributing to Peabody's data journey for the long term.