Senior Analytics Engineer

Role Reports to	Data & Analytics Team Lead
Full/Part Time	Full time
Location	Summertown, Oxford (3 days a week) & remote working (2 days a week)

About Diligencia

Diligencia is a specialist information services provider, focused on due diligence solutions and corporate intelligence across Africa and the wider Middle East. Established in 2008, we use advanced technology and human insight to gather and compile high-quality legal entity data in territories where public domain information is not readily available. This data acts both as a foundation for our clients' KYC and due diligence activities as well as our investigative research; the data and insight we provide inform opinions and accelerate our clients' decisions.

Headquartered in Oxford, Diligencia has offices in Tangier, Morocco, and Dubai in the UAE, coordinating our data gathering activities across emerging markets. Our vision is to bring clarity to a region poorly served by reliable and accessible public record information.

What we believe in

- Clarity – our guiding philosophy informing everything we do, from the quality of our information, how we communicate and what we enable our clients with i.e., enabling clarity in their decision making

- Authenticity – our information is authentic because we have gone back to original and official data sources to establish unequivocal facts. We also strive to be authentic, open, and honest in our relationships with each other internally, and the clients and partners we work closely with; we provide information on emerging markets, which we believe should be easily and openly accessible to everyone

- Tenacity – we have had to work hard to build our database, tying together data from several different sources, sometimes entering it manually. Our company history, therefore, speaks of tenacity, the same kind of tenacity and attention to detail all our employees show when they go about their research

- Relationships – the relationships between the subjects on our database unlock the power of our information; the relationships we have with our clients, our employees, our suppliers, and our host governments are also key to our future success.

Diligencia Oxford (Head office)
Summertown Pavilion, 18-24 Middle Way,
Oxford OX2 7LG, United Kingdom

Phone: +44 1865 554021
Email: info@diligenciagroup.com
www.diligenciagroup.com

Registered company number: 06538268
Legal Entity Identifier: 98450059E7C3F7F9C937

Job purpose

Due to our continued success in our online platform, we are expanding our portfolio to increase our current offerings, adding more products to our corporate intelligence and due diligence solutions.

We have a new and exciting opportunity for a Senior Analytics Engineer to join the team based at our Head Office in Oxford.

This opportunity is to work with our Data & BI Team scoping out new potential developments and redevelopments of our data platform used by our clients. We are striving to digitally transform all areas of the company and require a strong, capable, and structured Senior Analytics Engineer to help achieve this. Our data capabilities are predominantly in the cloud, supporting all areas of the business.

Main accountabilities

- Responsible for developing and maintaining the existing data platform in the cloud
- Perform analysis of proposed information requests and collaborate with the business units to drive enterprise reporting
- Write scripts for importing and exporting data into enterprise applications, maintaining the integrity of the data across the applications
- Use enterprise report writing tools to extract data and share information for automated reporting in compliance with regulatory guidelines
- Always strive to meet corporate goals and look for opportunities to use technology to do so
- Select the best technology solutions for business problems
- Ensure pristine data quality in all delivered solutions
- Provide solid documentation on all design and coding projects
- Maintain confidentiality of the information being processed, stored, or accessed by the end-users on the network
- Ensure that the data architecture is scalable and maintainable
- Design, implement, and continuously expand data acquisition by performing extraction, transformation, and loading activities
- Build, debug, monitor and troubleshoot databases and ETL processes to ensure optimal performance, reliability, and integrity
- Design, develop and maintain data stores (data warehouses, data marts and related information repositories) to support organisational reporting, analytics, and integrations
- Translate business needs to technical specifications for BI
- Design, implement, monitor, and maintain BI environments and database servers to meet usage and performance demands
- Establish performance and reliability metrics for all data stores, reports, dashboards, and analytics tools
- Design, implement and tune relational queries, stored procedures, and table-valued functions for optimal performance and reliability
- Create and maintain supporting documentation including data dictionaries, data flows and database schemas necessary to document database environments and ensure maintainability

- Collaborate with developers, product owners and business analysts in conceptualising, designing, and developing new database applications, modules, and enhancements
- Assist with the design and development of data schemas and definitions to support Business Intelligence and Data Warehousing requirements
- Follow and maintain data security policies and practices

This job description provides an indication of the role and responsibilities but should not be construed as an exhaustive list of duties that the post holder may be asked to undertake.

Requirements specific to the role

You will:
- Have a minimum of a BSc/BA in Computer Science or a related field, and other professional management training
- Extensive (5+ years) experience in at least 3 of the following: Azure SQL Server 2022, Azure Data Factory (ADF), Microsoft Fabric, ETL/ELT workflows and Synapse.
- Architectural experience in Azure Data Warehousing, with bonus points for NoSQL (Cosmos DB, MongoDB, etc.).
- Advanced SQL CI/CD automation using Azure DevOps (YAML pipelines) for deployments.
- Proficiency in GIT for repository management, branching strategies, and collaboration.
- Strong Python scripting for data automation, orchestration, and pipeline optimisation.
- Working knowledge of C# for maintaining/modifying legacy Windows applications.
- Experience with Power BI, Quick Sight, or similar tools for analytics.
- Adherence to ETL/data management best practices (e.g., incremental loads, error handling, metadata logging).
- Knowledge of data protection regulations (GDPR, CCPA) and security protocols (encryption, RBAC).
- Agile/SCRUM practitioner with experience in offshore team collaboration.
- Ability to migrate legacy systems to modern cloud architectures.
- Anticipates issues, recommends pragmatic solutions, and writes clean, reusable code.
- Articulate with stakeholders, from engineers to non-technical leaders.
- Manages tight deadlines with attention to detail.

Experience/skills regarded as ideal but not essential

- Excellent understanding of Entity-Relationship/Multidimensional Data Modelling (Star schema, Snowflake schema), Data Warehouse Life Cycle and SQL Server.
- Experience in creating master and child packages, package configurations, logging and using variables and expressions in packages
- Experience working with offshore teams preferred
- Experience writing technical specifications for work to be performed by other developers
- Development experience in C# with good software methodology/practices
- Informatica, Talend, Azure SQL Server, NoSQL Databases including MongoDB, DynamoDB, etc, experience helpful but not required

Benefits

Diligencia is a forward-thinking company that offers a generous package, including:

- Competitive base salary
- Life assurance at 4x salary
- Contributory workplace pension scheme (4% employee, 6% employer)
- 25 days annual leave
- Private health scheme

How to apply

Thank you for your interest in working at Diligencia.

Please send a copy of your CV and a covering letter to *careers@diligenciagroup.com*.

We will be in touch shortly if there is a suitable position available for you.

Unfortunately, it is not possible to respond to all applications due to the number we receive. If you do not hear from us, regrettably your application has been unsuccessful. We wish you all the best with your employment search.