Job Title - Data Engineer
Salary – from £47,000 per annum
Contract Type – Permanent, full-time (35 hours)
Location - We fully support flexible working, from our superb offices in Holborn and from home. We do require staff to spend 20% of their time in the office. This is subject to role requirements.

About us

Do you want to change healthcare for the better?

Join the Royal College of Surgeons of England (RCS England) and you will be part of a professional membership organisation and registered charity that is committed to advancing surgical care.
We provide world-class education, assessment and development to 30,000 surgeons and dental surgeons at all stages of their career. Our vision is to see excellent surgical care for everyone. We do this by setting professional standards, facilitating research and championing the best outcomes for patients.

Our heritage home in Lincoln's Inn Fields, Holborn
Nestled in the heart of bustling London, our beautiful heritage building in Lincoln's Inn Fields, Holborn, offers an easily accessible location steeped in history. Now transformed into a centre of excellence for surgery, it provides a welcoming place for all our members to train, meet or network, wherever they live and work.

About the role

The Royal College of Surgeons of England is looking for a Data Engineer to join its Business Intelligence Unit and help develop and support our modern Microsoft Fabric data platform. You will work across the full data lifecycle, building trusted, scalable and secure solutions that turn data from multiple source systems into reliable insight for colleagues across the College.

This is an opportunity to play an important role in delivering our 2026–2031 strategy. Working with Microsoft Fabric, SQL, semantic models and Power BI, you will help strengthen our medallion architecture, improve data quality and governance, and make high-quality reporting and analytics more accessible across the organisation. You will combine hands-on engineering with problem-solving, stakeholder engagement and continuous improvement in a collaborative team.

Responsibilities

- Design, build and maintain Microsoft Fabric solutions, including Lakehouses, Data Pipelines, Notebooks and Semantic Models.
- Develop and enhance our medallion architecture and create scalable, maintainable ETL/ELT pipelines for enterprise reporting and analytics.
- Integrate data from multiple source systems, implementing validation, monitoring, reconciliation and data quality controls.
- Troubleshoot data platform and integration issues, while developing reusable engineering patterns, automation and clear technical documentation.
- Develop and support semantic models, Power BI reports and dashboards, applying strong data modelling and performance best practice.
- Work with colleagues across the College to translate business requirements into practical technical solutions and explain complex concepts clearly to non-technical audiences.

About you

- Experience designing, developing and supporting data engineering, analytics or business intelligence solutions using Microsoft Fabric or an equivalent cloud data platform.
- Strong SQL skills and practical experience designing and maintaining ETL/ELT pipelines, data integration processes, and relational or dimensional data models.

- Experience working with large, complex datasets and resolving data quality, reconciliation and integration issues.
- Experience with semantic models and Power BI, together with an understanding of data governance, security and access-control principles.
- Strong analytical and problem-solving skills, excellent attention to detail, and the ability to manage competing priorities and deliver to agreed deadlines.
- A collaborative and proactive communicator who can build productive relationships, explain technical concepts to different audiences, share knowledge and promote data-driven decision making.
- Experience with Fabric Lakehouses, Pipelines and Notebooks, PySpark, Spark SQL, DAX, Power Query/M, Python, APIs, source control or DevOps would be advantageous.

What's in it for you?

- 27 days paid holiday + bank holidays and up to 4 college closure days over the festive period & other leave entitlements (carers leave, fertility treatment leave, etc.)
- Hybrid and flexible working. We require staff to spend a minimum of 20% of their time in the office, subject to role requirements.
- Opportunity to work from outside the UK (up to 2 weeks) (dependant on eligibility)
- Enhanced contributory pension scheme
- Equal access to enhanced parenthood leave
- A range of staff and peer networks
- Employee health and wellbeing committed (Healthcare cash plan, menopause friendly, disability confident employer, mental health first aiders, EAP etc.)
- Retail discount platform
- Sabbatical and volunteering opportunities
- Variety of learning and development opportunities

Interested Candidates:

If you wish to apply or if you have any questions about this position please email your CV together with a cover letter to RCSHR@rcseng.ac.uk.

Any personal data collected from you, or that you provide to us, will be processed by us in accordance with our recruitment processes. If unsuccessful in your application, your information will be held by us on our database for a period of 6 months before deletion. If you would like your information removed sooner, please contact RCSHR@rceng.ac.uk

Closing date: Wednesday 18 November 2026

The Royal College of Surgeons of England is an Equal Opportunities Employer. We are open to all talent and we actively ensure that all qualified applicants will receive equal consideration for employment without regards to age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

The Royal College of Surgeons of England is committed to protecting your privacy. We are registered as a data controller with the Information Commissioner's Office (ICO). All College employees are responsible for records held, created and used as part of their work for the College including patient/client, corporate and administrative records. Records are managed according to the requirements of the Data Protection Act 2018 and ensure confidentiality. The College ensures that staff are trained to handle the information you submit to us with care and discretion, seeking advice where necessary.