

Data Engineer (Gdańsk, Hybrid)

Rebuild the data platform behind the UK's leading automotive marketing products. We are looking for a **Data Engineer (3-5 years experience)** to lead the rebuild of our marketing data pipeline on our modern analytics stack - Redshift, dbt, AWS Glue and Terraform. You'll join our Gdańsk engineering hub and take ownership of how campaign, vehicle and dealership data flows through the platform. If you like replacing fragile manual data operations with well-engineered, automated pipelines, this role is for you.

What You'll Do

- **Rebuild Our Data Pipeline:** Re-engineer our marketing data pipeline on the modern analytics stack: design ingestion, transformation (dbt) and warehouse models (Redshift) that replace today's legacy SQL Server-centric processing.
- **Own Our Databases:** Take responsibility for our production database estate - performance, integrity, security and cost - and introduce CI/CD for database development so schema changes ship like code.
- **Automate Data Operations:** Build our automated data-quality pipeline and replace manual data movement (including migrating legacy SFTP to AWS Transfer Family) so routine data operations run without human hands.
- **Automate Customer Onboarding:** Build the data side of automated client onboarding: repeatable ingestion templates, validation and mapping so new automotive clients go live in hours, not weeks.
- **Work AI-Assisted:** Use AI tooling (Claude) daily for query optimisation, pipeline debugging and documentation - we expect it to multiply your reach across a large data estate.

Who You Are

- **Experienced Data / Database Engineer:** 3-5 years of hands-on experience building data pipelines or running production databases. You've owned data platforms end-to-end, not just written queries against them.
- **Strong SQL Across Engines:** Expert-level SQL with production experience on SQL Server (T-SQL) and a columnar warehouse such as Redshift, Snowflake or BigQuery. You understand query plans, indexing and warehouse-specific optimisation.
- **Modern Data Stack Skills:** Hands-on experience with dbt (or similar transformation frameworks), Python for data work, and orchestration/ETL tooling such as AWS Glue, Airflow or Step Functions.
- **Infrastructure as Code:** Comfortable with Terraform (or CloudFormation/CDK) and CI/CD pipelines - you treat databases and pipelines as versioned, tested, deployable artefacts.
- **Migration Experience:** You've moved data workloads between platforms before and know how to do it safely: parallel running, reconciliation checks, and cutover plans that don't lose a row.
- **Collaborative & Communicative:** Comfortable working with UK-based stakeholders in English, capturing knowledge from existing system owners, and documenting pipelines so others can run them.

What We Offer

- **Industry Leadership:** Be part of a company with deep domain expertise in the UK automotive sector. You'll work on innovative projects at the intersection of predictive analytics and digital engagement, shaping the future of how businesses connect with their customers.
- **Impact & Growth:** A dynamic, collaborative work environment where your ideas are valued and can lead to immediate impact. You'll have the opportunity to grow your expertise, take on new challenges, and advance your career as our company continues to expand.
- **AI-First Engineering Culture:** Every engineer is equipped with AI tooling (Claude) for code review, testing, documentation and debugging. You'll work the way modern engineering teams should - focused on the hard problems, not the boilerplate.
- **Flexible Work Environment:** Enjoy a hybrid work schedule - combine the energy and collaboration of our Gdańsk office with the flexibility of remote work. We believe in work-life balance and adaptability.
- **Competitive Compensation:** A competitive salary and benefits package that rewards your experience and contributions. You'll be joining a forward-thinking team that celebrates success and nurtures talent.