



Data Platform Lead

Service	Reporting to	Location	Grade
Digital Data and Technology	Head of AI & Data	Swinton Civic Centre / Hybrid	5B

About the role

Data at the heart of what we do at Salford City Council

Salford City Council is investing in modern, cloud-based data platforms to improve how public services are designed, delivered and continuously improved. As part of the Digital, Data and Technology service, this role sits within the AI & Data function and has strategic responsibility for the council's data platform and data engineering capability.

As Data Platform Lead, you will be the senior owner and point of accountability for how data is ingested, stored, governed and made available across the organisation. You will set the technical direction for the council's data platforms, including the use of modern lakehouse architectures to support structured and unstructured data, with a primary focus on Microsoft Fabric and awareness of equivalent platforms in Oracle and Amazon Web Services.

You will translate the council's AI & Data Strategy and wider organisational priorities into a coherent data platform roadmap, ensuring that technology choices, standards and investment decisions support long-term outcomes rather than short-term solutions. The role combines strategic leadership with technical authority, requiring you to guide teams, assure design decisions and balance innovation, risk, cost and sustainability.

Working closely with senior digital, analytics, AI and service leaders, you will ensure that data platforms enable trusted insight, operational performance and responsible AI use. You will also lead and develop the data engineering capability, building a high-performing team and embedding consistent, modern data engineering practices across the organisation.

Key outcomes

- **Strategic ownership of data platforms**
 - Own the council's data platform and data engineering strategy, aligned to the AI & Data Strategy and corporate priorities.
 - Define and maintain the target architecture for data platforms, including lakehouse approaches for structured and unstructured data.
 - Set clear principles, standards and guardrails for how data platforms and pipelines are designed, built and operated.
 - Act as the senior technical authority for data platform decisions, ensuring consistency, sustainability and value for money.
- **Data lifecycle management and platform accountability**
 - Be accountable for the end-to-end data lifecycle across the council's data platforms, from ingestion and transformation through to storage, access, retention and disposal.
 - Ensure data pipelines are reliable, well-governed, secure and fit for purpose.
 - Establish and oversee standards for data quality, metadata, lineage and observability.
 - Ensure that data platforms support reuse, interoperability and reduced duplication across services.
- **Engineering Quality, Reliability & Automation**
 - Ensure data solutions are robust, secure, performant and cost-effective.
 - Embed automation across data engineering workflows, including testing, deployment and monitoring.
 - Apply engineering best practices to ensure maintainable, well-documented and observable data pipelines.
 - Identify and address data reliability issues proactively, improving trust in data across the organisation.
- **Engineering excellence, reliability and cost control**
 - Ensure data platforms are resilient, scalable and cost-effective, applying cloud and platform best practices.
 - Embed automation, testing and monitoring into data engineering workflows to improve reliability and trust in data.
 - Provide oversight of platform performance, technical debt and risk, taking action where improvement is needed.
 - Balance innovation with operational stability, ensuring platforms are safe to use in production at scale.
- **Leadership, capability and ways of working**
 - Lead, manage and develop the data engineering team, setting clear expectations and supporting professional growth.
 - Build a strong engineering culture focused on quality, collaboration and continuous improvement.

- Provide technical leadership and guidance to data engineers, analytics and AI colleagues.
- Promote modern data engineering practices and data product thinking across the organisation.
- **Collaboration, enablement and impact**
 - Work with senior stakeholders to identify where improved data platforms can unlock better outcomes for services and residents.
 - Enable analytics, operational reporting and AI teams by providing high-quality, well-governed data foundations.
 - Support organisational data maturity by enabling self-service access to trusted data where appropriate.
 - Ensure ethical, responsible and transparent use of data across the platform.

What we need from you

- **Leadership and strategic experience**
 - Significant experience leading data engineering or data platform functions in complex organisations.
 - Proven ability to set technical direction, define standards and make strategic technology decisions.
 - Experience balancing delivery, risk, cost and long-term sustainability in cloud environments.
 - Strong stakeholder management skills, with the ability to influence at senior levels.
- **Data Engineering & Cloud Expertise**
 - Deep experience designing, building and operating modern, cloud-based data platforms.
 - Strong knowledge of lakehouse architectures and data lifecycle management.
 - Experience with Microsoft Fabric or Azure data platforms; experience with Oracle and/or AWS data platforms is desirable.
 - Strong understanding of data pipeline design, integration patterns and platform observability.
 - Solid working knowledge of data architecture principles and how to apply them pragmatically.
- **Governance, ethics and public sector context**
 - Strong understanding of data governance, security, information management and ethical data use.
 - Experience embedding governance and quality by design rather than through manual controls.
 - Understanding of the challenges and opportunities of using data in public sector or regulated environments.

- **Professional approach and development**

- Commitment to continuous professional development and staying current with data platform and cloud technologies.
- Ability to lead through collaboration, coaching and clear technical authority.
- Values-based approach, modelling the council's leadership behaviours and organisational values.

- **Qualifications**

- Degree or equivalent qualification in Data Engineering, Computer Science, Software Engineering or a related discipline.
- Senior-level cloud or data platform certifications (e.g. Microsoft, AWS or Oracle).
- Evidence of ongoing professional development in data platforms, cloud technologies or digital leadership.

What we can offer you

Your ongoing professional development and success in your role is important to us, and that is why we provide a variety of learning and development opportunities. Within the sections below you will find development options tailored to you which will enable you to further develop your existing skills and learn new ones at a pace that suits you best. If you are joining us now, your development will form part of ongoing discussions with your manager. If you are an existing employee, you should use your Personal Development Reviews to discuss your development with your manager and create your development journey. It's important you also take full advantage of any informal learning available to you during the course of your work.

Developing your leadership skills

We want to equip our leaders with the knowledge, skills and behaviours outlined in our #LeadingSalford programme. Our aim is to support you to lead highly engaged, motivated teams in today's rapidly changing environment. This will be achieved through a range of bite-size Master Classes designed to help you meet the expectations that we have of our Salford leaders. In addition to the core Master Classes, we also provide accredited leadership programmes which let you build on your experience, learn about emerging approaches, and further develop your leadership practice.

Online learning

Develop your knowledge across a wide range of areas through our Me-Learning platform, with over 200 free courses to choose from. To have the best possible start and comply with current legislation, you must complete the following modules: Welcome to Salford, Health and Safety in the Office, GDPR, Equality Essentials, and Safeguarding Children and Adults. You may also benefit from a variety of courses in categories such as Business Skills, IT and Project Management which are available to learn at your own convenience and pace.

Professional Development

Gain role specific skills and time to learn through a wide range of development opportunities. Learn whilst working and get support towards your qualification through an apprenticeship standard. Access professional development ranging from entry level to master's type qualifications, including achieving a role appropriate qualification. Details can be found on [the Institute of apprenticeships](#) website.

A digital organisation

Developing your digital skills

Our ambition is to provide our workforce with the right level of digital capabilities needed to be successful. Whatever your current digital abilities are, we can provide development ranging from essential workplace skills to specialist workplace skills. These will be delivered through our Digital Skills Academy using both self-directed and guided learning opportunities to enable you to develop. Additionally, you can access free online courses through the [iDea website](#).

Sharing your digital skills

Our goal is to support you to share your digital knowledge with other people. Our Digital Eagles programme has been designed to cover basic digital skills and build your confidence to assist others. By the end of this programme, you will join hundreds of staff members who already are digital eagles, and be able to help colleagues, customers, residents, or people in your personal life with all things digital.

Our leadership behaviour framework

Leadership is action, not a position. It's not just what we do but how we do it.

Whatever your role at Salford, we all strive to achieve our vision and the best outcomes for the residents and communities of Salford.

As leaders, we all have an important part to play in achieving our organisational and service priorities. These priorities give us direction and a shared purpose in our roles and should be the focus when making decisions.

We can help make these priorities a reality by living and breathing our Salford values and leadership behaviours.

This framework is broken down into three main areas:



Leading Self - making sure we are role modelling the values and invested in our own development, demonstrating integrity and authenticity.

Leading People - where we create high performing teams, and a culture that is inclusive, open and where everyone has a voice.

Leading Salford - setting the vision and purpose, and connection to the city, empowering others around you to ensure residents are at the heart of what we do.

This behaviour framework will support us all to reflect and hold ourselves, and each other to account, as we strive for continuous improvement.

Full details of how this framework shapes our Leaders and is delivered in the workplace can be found on the [Salford Leadership](#) pages of our [greater.jobs](#) website.

Our organisation's values

We have four values: **Pride, Passion, People, Personal responsibility.**

[Our four values](#) are central to the way we communicate about the council and the way in which we behave with colleagues, customers, and partners - so that we live and breathe our values each day.

Our values



Pride

Passion

People

Personal responsibility

Application guidance

We are a values-based organisation so reflecting our values or a values-based approach in your evidence will support your application.

#HappytoTalkFlexible



Salford City Council

The different sections of this role profile are there to give you an understanding of the purpose of the role. The 'what we need from you' section outlines the minimum criteria you will need to meet within your application.

Role details

Completed by:

Date:

Job code:

Job score:

Date of evaluation: