

## Data Engineer

March 2026

<b>TEAM</b> Data	<b>DEPARTMENT</b> Corporate Services
<b>REPORTS TO</b> Head of Data	<b>DIRECT REPORTS</b> Nil
<b>EMPLOYMENT TYPE</b> Full Time, Permanent	<b>LOCATION</b> Hybrid Working (3:2 Office/WFH) Primary Location: Newborough or Melbourne
<b>AWARD</b> Banking, Finance & Insurance Award Level 4	<b>KEY CONTACT</b> Head of Data

### WHO IS LATROBE?

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At Latrobe, our people are at the heart of what we do. We are committed to creating an environment where diversity is celebrated, equity is achieved and inclusion and belonging are prioritised and celebrated.

We're known for being the *health fund with heart* - a not-for-profit, regional private health insurer with more than 100,000 members across Australia. We support our members through the highs and lows of their health, and we give back to our community.

Our aspirational vision is to be a leading not-for-profit Private Health Insurer transforming health and wellness outcomes for all Australians. Our purpose is supported by 5 key values:

<i>We display trust and respect always</i>	<i>We focus on shared results</i>	<i>We engage &amp; empower</i>	<i>We are accountable</i>	<i>We create a positive work environment</i>
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### POSITION OBJECTIVE

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The Data Engineer plays a key role in the design, development, and ongoing maintenance of Latrobe's modern data platform. Working within a small, collaborative data team, this position is responsible for building and maintaining data pipelines, dimensional models, and cloud infrastructure that enable business analytics, operational reporting, and predictive analysis.

The role combines hands-on data engineering with platform administration, supporting the full lifecycle of data products from ingestion through to consumption. The Data Engineer will work closely with stakeholders across the organisation to translate business requirements into robust, well-documented data solutions that align with Latrobe's data strategy and deliver measurable value.

The role also contributes to ongoing innovation by evaluating and adopting emerging technologies – particularly AI-assisted engineering practices and modern data tooling – to enhance efficiency and unlock new value across Latrobe's data ecosystem.

## REQUIREMENTS OF THE POSITION

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### Key duties and responsibilities

- Operate with a high degree of autonomy in designing, developing, and maintaining data pipelines and lakehouse architecture on the Databricks platform, including SQL and PySpark development, medallion architecture patterns, and Delta Lake optimisation.
- Apply dimensional modelling best practices including star schema design, SCD2 change tracking patterns, and fact/dimension table development to build robust, analytically rich data products.
- Manage and provision cloud infrastructure on Microsoft Azure, with hands-on experience across core resource types including storage accounts, networking, and identity/access management.
- Develop and maintain infrastructure-as-code using Terraform to support repeatable, version-controlled platform deployments.
- Implement and manage CI/CD and deployment automation pipelines, including Databricks Asset Bundles, release workflows, and version control practices.
- Implement and maintain automated testing frameworks across data pipelines and infrastructure to ensure data quality and platform reliability.
- Support data governance practices using Unity Catalog, including access controls, data lineage, tagging strategies for cost management, and compliance requirements.
- Establish and maintain data quality and observability patterns including pipeline monitoring, reconciliation, and warehouse auditing.
- Engage with business stakeholders to translate analytical requirements into robust data solutions, communicating technical concepts to non-technical audiences.
- Collaborate with analytics and BI consumers to support downstream usage of data products, including emerging tools such as Databricks AI/BI Genie.
- Demonstrate a genuine interest in working with leading-edge AI solutions, including agentic AI, large language models, and their practical application within data platforms and analytics workflows.
- Integrate and manage healthcare reference data from external sources, including ABS geographic classifications, hospital directories, and industry standard datasets.
- Produce clear, well-structured technical and business documentation for pipelines, data models, and platform processes.

### Leadership teamwork and relationship building

- Model the Latrobe Way values and behaviours in the delivery of individual performance; actively contribute to a constructive, high performing team and organisational culture.
- Develop and maintain professional relationships with peers and stakeholders at all levels across the business to support inter-departmental collaboration.

## Position Description



- Independently prioritise work to support consistent achievement of individual and team key performance indicators; appropriately escalate issues impacting either performance and/or the business; and demonstrate a flexible, adaptable, mobile and energised (FAME) mindset.
- Be a highly effective team member with energy, enthusiasm and creativity – able to work autonomously and as part of a team.
- Work flexibly across Gippsland and Melbourne CBD offices as required.

### Accountability and extent of authority

- Provide support and information as requested by the Head of Data, Chief Financial Officer and the broader organisation as requested.
- Always ensure compliance with the Private Health Insurance Code of Conduct and all applicable policies and procedures.
- Actively maintain awareness of all risk and compliance obligations defined through Latrobe's Risk Management Framework.
- Consistently achieve individual goals and objectives and actively lead own growth and achievement planning and implementation.

### Judgement and decision making

- Interpret and work within organisational policy and procedure and/or legislation applicable to the position.
- Actively offer and implement a course of action and solutions based on evaluation and analysis of numerical and written information focussed on results.
- Make decisions which are objective and free from undue influence consistent with Latrobe's risk culture and approved strategic priorities and objectives.
- Make decisions consistent with Latrobe's operational delegations and delegate or escalate matters appropriately.

### Experience, skills and knowledge

- Demonstrated experience building and maintaining data pipelines using Python, SQL, or industry-standard orchestration tools (e.g., Airflow, ADF, Prefect, Dagster, Step Functions, etc.).
- Strong understanding of data modelling, data warehousing concepts, and analytics engineering foundations.
- Hands-on experience with cloud services (Azure, AWS or GCP) including storage, compute, security, and data integration components.
- Practical experience with infrastructure-as-code.
- Working knowledge of version control and modern software engineering practices (CI/CD, testing, code review).
- Strong problem-solving ability and analytical mindset, with experience diagnosing and resolving data quality, performance, and integration issues.
- Comfortable engaging with stakeholders to understand requirements and translate them into technical solutions.

## Position Description



- Interest in emerging data engineering trends including AI-assisted development, LLMs, and next-generation data tooling.

*The below experience is not essential but will be highly regarded:*

- Experience working with Databricks, including notebooks, workflows, or Delta Lake
- Experience in private health insurance, healthcare data environments, or regulated industries.
- Familiarity with data governance, lineage, cataloging, or information management practices.
- Exposure to advanced analytics, semantic modelling, or BI tool integration.

### Mandatory checks

- An Australian Police check will be conducted for all new employees to Latrobe Health Services prior to commencing in a role.
- Employment at Latrobe Health requires candidates to have Australian citizenship or to be a permanent resident of Australia or to have a valid visa that provides work rights in Australia.