

## Join Our Team!

**Open Position:** Staff Data Engineer, Data Platform

At Holmes Corporation (HC), we are a team of innovators focused on achieving **our mission: to help professionals advance in their careers**. And our culture is the cornerstone of our identity and success. We believe that who we are – as a team, as individuals, as leaders, family members, and community members– centers us, empowers us, and drives inclusion to deliver growth and impact. It's the reason so many employees have dedicated decades of their career to HC. We set ambitious goals, and we make it fun to work together to achieve them.

**Vision:** to be a leading learning, engagement and growth partner worldwide, leveraging our innovative technology and services to transform certification and professional development programs, elevate member engagement, and foster workforce advancement.

**Values:** HC is a human-centric company focused on driving growth and impact for our organization, our partners, and the many learners that engage with our products and services around the world. Through fearless exploration and empowerment of our team, we will deliver innovative learning and engagement solutions and are accountable for delivering results.

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### Position Summary

Own and scale HC's Databricks-based Lakehouse so analytics, embedded reporting, and data products are fast, trustworthy, and cost-efficient. You will partner with BI and Product to deliver governed, observable, and well-documented pipelines that advance HC's mission to help professionals grow, support our vision for world-class learning experiences, and model our values through collaboration, accountability, and innovation. A day in the life includes building and operating pipelines, improving data quality and reliability, coaching peers, and enabling self-service insights across teams.

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### What You'll Accomplish

#### First 90 days

- Unified ingestion and transformation blueprint across priority sources
- Baseline governance using Unity Catalog, access policies, and lineage
- First critical domain live in production with SLAs, monitoring, and runbooks

#### By 180 days

- Platform runbooks and incident playbooks in place with an on-call rotation
  - Data quality dashboards with expectations and tests across 2 to 3 domains
  - Standardized dbt models and data contracts adopted by partner teams
  - Cost and performance benchmarks with an optimization plan
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**What You'll Do:**

- Build and run end-to-end pipelines on Databricks and Delta (ingestion, transformation, orchestration, observability, cost)
  - Harden governance and security with Unity Catalog, lineage, access control, secrets management, and responsible PII handling
  - Define SLAs and SLOs with BI and Product. Set error budgets and manage incidents with clear playbooks
  - Model and transform data using SQL and Python. Champion versioned, tested transformations with dbt or equivalent
  - Establish data quality standards: expectations, tests, monitoring, alerting, and incident response
  - Partner on architecture with platform engineering. Design service layer interfaces and contract-first schemas for batch, CDC, and streaming (Auto Loader or Kafka)
  - Enable analytics teams: semantic layers, metrics definitions, and self-serve documentation for Omni and Power BI
  - Lead design reviews, mentor engineers and analysts, and raise the bar on code quality and documentation
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**What You'll Bring:**

- 5 or more years of data engineering experience with 2 or more years leading or mentoring
- Proven ownership of production pipelines on Databricks and Spark with Delta Lake and object storage
- Strong SQL and solid Python
- Orchestration experience with Databricks Workflows or Apache Airflow
- Practical experience with Unity Catalog administration, access policies, and data lineage
- Data modeling for analytics (star and snowflake), performance tuning, partitioning, and cost control
- Data quality and reliability practices, including automated tests, schema checks, monitoring, alerting, and incident management
- CI and CD for data, including Git-based workflows and deployment automation

**Cultural fit**

- Mission-driven builder who values partnership, documentation, accountability, and iterative delivery
- Clear communicator who can translate technical detail into business outcomes and enable self-service

**Preferred qualifications**

- dbt for modeling on a Data Lakehouse or Warehouse. Experience defining and enforcing data contracts

- Streaming and CDC experience (Auto Loader, Kafka, or Debezium)
- BI collaboration (semantic layers and consistent metrics) for Omni and Power BI
- Experience with Azure services such as Azure Data Factory, Azure DevOps, and security best practices
- Infrastructure as code (e.g., Terraform) for Databricks and Azure resources

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### **Benefits You'll Receive:**

At HC we are committed to a culture where every employee is valued equally, and everyone feels like an integral part of a supportive and connected team. Our commitment to our values starts with providing benefits that allow our employees to care for themselves, support their families, and give back to their community. Join HC, and you'll receive:

- A competitive compensation plan with opportunity for advancement. Salary for this role: \$110K/yr. – \$125K/yr., DOE.
- Opportunities for professional growth and development
- Flexible paid time off and company holidays
- Medical, dental and vision insurance
- 401(K) contributions with company matching program
- Year-round charitable donations gift matching program
- Flexible work environment
- Opportunities to participate in company-wide volunteer events, employee appreciation activities, and celebratory events

HC is proud to be named one of the Top 200 Workplaces by Star Tribune in 2018, 2019, 2021, 2023 and 2024. It's a testament to the dedication we have to our employees' well-being and job satisfaction.

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### **Ready to Make a Difference?**

Interested candidates should submit their resume and cover letter to [Insert Application Link or Email Address]. Please include [Job Title] in the subject line.

Application Deadline: 09/15/2025

*Holmes Corporation is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status*