JOB DESCRIPTION

JOB TITLE: Data Engineer
DEPARTMENT: Performance Analysis & Data Insights
REPORTS TO: Head of Data
LOCATION: The Sir Jack Hayward Training Ground, Wolverhampton
HOURS: 37.5 hours per week
DATE: November 2025

We are Wolves. Progressive, determined, bright, unified and humble. A pack that is hungry for success. Wolves is one of the fastest growing professional football clubs in the UK, and also boasts one of the richest histories in the beautiful game.

Formed in 1877, Wolves was a founder member of the Football League, and was one of the country's most successful sides in the fifties and sixties. During a two decade spell the Black Country's most decorated side won three First Division titles and one of its four FA Cups.

Fast forward 70 years and Wolves are back amongst football's elite, in the Premier League for an eighth successive season; but now we compete as a sports and entertainment business across multiple brand verticals. As a challenger club, Wolves dare to be different, which is why creating world class propositions in esports, fashion and music are all part of our ambitious plans.

At Wolves, we don't simply look to the future, we seize it.

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all colleagues and volunteers to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk

_____

Job purpose

We are recruiting for a skilled and enthusiastic Data Engineer to join our expanding Football Data Team as we look to drive long-term success within the club. You will report to the Head of Data, taking ownership of the ongoing development of the club's data pipelines, working with Data Scientists to build out innovative new tools and optimise our existing infrastructure. You will collaborate across all departments within the first team, helping them to solve their unique data challenges and deliver high-quality, production-ready solutions. This role will allow a self-motivated, curious worker to mould an elite football club's data stack to their vision, and support in developing tools that have real impact on the club's on-pitch performance.

_____

Key responsibilities

- Build, test and maintain cloud-based ETL pipelines on AWS to ingest data from APIs, web sources and internal systems into Snowflake
- Automate and optimise existing Python and SQL workflows for speed and reliability
- Maintain clear documentation, Git-based version control and automated deployment pipelines so data used across the club is consistent and trustworthy

- Improve data storage efficiency and modelling to support scalable analysis, including schema optimisation and partitioning
- Aid development of internal applications (Streamlit, Dash or React-based) to bring multiple data sources and tools into one central location
- Integrate structured data with video sources to support validation and richer analysis
- Oversee data governance and GDPR-compliant security practices across pipelines
- To follow and enforce best practice in relation to Safeguarding policies and processes including but not limited to reporting procedures.
- To work alongside the Safeguarding Team and Designated Safeguarding Leads to ensure safeguarding standards are met and maintained.

General responsibilities

- Compliance with Club policies
- Compliance with the Club's health and safety procedures
- Compliance with the Club's safeguarding policies
- To promote the Club's values of progressive, humble, determined, bright and unified
- To work consistently to embed equality & diversity into the Club
- To undertake such other duties as may be reasonably expected
- To maintain professional conduct at all times

_____

Safeguarding

We are committed to safeguarding and promoting the welfare of children, young people and adults at risk. We expect all those associated with WWFC to share this commitment. This means that the post-holder is required to apply all relevant policies and uphold the Club's commitment to safeguarding children, young people and adults at risk.

_____

Equality, Diversity, and Inclusion

The post holder will demonstrate a strong commitment to equality, diversity, and inclusion, supporting the organisation's strategic aims to remove barriers and address inequality. You will play an active role in promoting an inclusive, discrimination-free environment that ensures fair access to opportunities and resources. This includes fostering a culture of dignity, respect, and belonging where everyone is empowered to contribute, perform, and reach their full potential.

_____

Key relationships

Internal

- Head of Data (line management, priorities, technical direction)
- Performance Insights analysts/data scientists (requirements, delivery, support)
- Support to other first-team departments on automation and delivery

External

- Data providers / third-party vendors (technical contact, troubleshooting, access)

_____

Scope of job

This role will work alongside the Performance Analysis team to enhance our existing practices, assisting our data and insights team. The Data Engineer will own and maintain core first-team data pipelines and warehouse layers and take responsibility for reliability, documentation, and deployment of production data and tools.

PERSON SPECIFICATION

Job Title: Data Engineer

Knowledge: the level and breadth of knowledge to do the job e.g. understanding of a defined system, method or procedure, legal or regulatory frameworks etc

Essential
- Experience building and maintaining pipelines in AWS (Lambda, S3, Glue, Step Functions or similar) and Snowflake
- Experience with CI/CD and version control (Git/GitHub)
- Experience using Docker or similar containerisation tools for deployment and reproducibility

- An understanding of Safeguarding children, young people and adults at risk.
- Knowledge of Safeguarding legislation, policies and procedures (including reporting platforms and/or requirements).
- Wellbeing knowledge in relation to supporting children, young people and adults at risk.

Desirable
- Familiarity with football data sets (event, tracking, physical)
- Awareness of GDPR and data governance best practices

Technical/work-based skills: skills specific to the job e.g. language competence, typing skills, coaching skills etc

Essential

- Strong knowledge of Python and demonstrable experience with SQL

Desirable

- Proficiency in R

General skills and attributes: more general characteristics e.g. flexibility, communication skills, team working etc

Essential
- Comfortable working day-to-day with the Head of Data and a team of analysts across multiple departments, explaining technical decisions clearly
- Willing to liaise directly with external data providers/partners when needed
- Understanding of how to work safely with children, young people and adults at risk to uphold Safeguarding best practice.
- Promote, adhere to and implement the Club's Equality Policy and to work consistently to embed equality and diversity within Club.

Experience: proven record of experience in a particular field, profession or specialism.

Essential
- 2+ years of professional experience in a data engineering or similar role

Desirable
- Experience building data models for reporting tools (e.g. Tableau, Power BI)   - Experience developing data applications in Streamlit, Dash or React/JS   - Experience integrating data with video workflows   - Working with children and/or vulnerable adults

Qualifications: the level of educational, professional and/or occupational training required

Essential
- Proven experience and capability in Data Engineering   - Post-holder must hold or obtain at the earliest opportunity and maintain the relevant safeguarding training (i.e. FA Safeguarding Children Workshop).   - Post-holder will be subject to a DBS check at the appropriate level and cleared by the Wolves Safer Recruitment Group   Desirable   - Relevant degree in a STEM discipline is beneficial