

**Position Title: Machine Learning Engineering Tech Lead - Data And AI**

		<b>Career Stream</b>	
<b>Career Level</b>		<b>Reports To</b>	MLE Chapter Lead
<b>Business</b>	Endeavour Drinks	<b>Function / Team</b>	D&AI
<b>Location</b>	Wherever the time zone difference permits	<b>Date</b>	January 2025

**Purpose of Role**
**About Us**

Endeavour Group runs Australia's leading retail drinks and licenced hotel network across Australia. We are an ASX50 business with more than 1,600 retail stores and 340 hotels powered by a team of 28,000 people. Our brands include BWS, Dan Murphy's, Jimmy Brings, Langtons, Shorty's Liquor, Pinnacle Drinks and ALH hotels

Our purpose is to create a more sociable future, together. We're all about bringing people together to create great experiences and memorable moments. We do the right thing - build our business sustainably, act responsibly and embrace technology. We work as one team to contribute to the communities we serve and collaborate with our partners to help build a better industry. We recognise how important our people are in helping us to achieve our ambition and we champion individuality and value fairness, inclusion and diversity.

The Data & AI Team is an Enterprise function within Endeavour, with capabilities across data governance & privacy, data engineering & platforms, data analytics and data science. We are a passionate team of data enthusiasts with a mission to empower Endeavour to achieve its ambitions through data driven insights.

**The Role**

The Senior Machine Learning Engineering (MLE) sits in the MLE Chapter in the Engineering Practice and is a specialist Individual Contributor career pathway at Endeavour. The Machine Learning Engineer capability operates at the intersection of Data Science and Software Engineering with additional exposure to Data Engineering using the Google Cloud Platform(GCP).

Endeavour operates an Agile, matrixed environment, with Practices/Chapters providing people management and capabilities, whilst Product squads deliver business missions. Chapter members are embedded in cross-functional Product delivery squads, bringing their specific skill to that squad to deliver on the Product initiatives.

Your primary function is to provide technical expertise and support to the Gaming AI Squad while supporting capability uplift of the Machine Learning Engineering capability at Endeavour. You are a capability expert and enjoy supporting less experienced Chapter members.

**About You**

You're customer focused and passionate about being part of a tribe of great people and you actively contribute to your workplace community.

With a growth mindset, you orient around doing what's meaningful, purposeful and delivers value. You're excited about being part of a data-led transformation at one of Australia's biggest companies.

You're curious and empathetic. You have an eye for the bigger picture while also ensuring the details are in order. You deal with complexity by collaborating with colleagues, listening to customers, testing ideas and continuously learning. You take authorship for what you create.

**Key Responsibilities**

- Stay abreast of work allocated to squads to understand improvement possibilities and/or sharing between chapter members, and challenges facing chapter members, continuously facilitate the knowledge reuse, and improve efficiencies of the process
- Partner with the Chapter Lead and Technical Lead on setting objectives for the Chapter
- Reinforcing of Endeavour's Agile & Scrum values and principles
- Responsible for ensuring Chapter norms and standards are understood within the squad
- Participate when required Inception workshops, to enable decomposition and planning
- Coach Junior and Mid Chapter Members in the capability discipline to be empowered and self-organised
- Thought leadership in the capability; Maintains connection with external industry developments for potential opportunities in capability development

#### Key Business Partners (Internal and External)

##### Internal

- EndeavourX
- Technology Team
- Data & AI Team
- Brand & Business Partners
- HR Team
- Legal, Cyber and Risk Team

##### External

- Service partners
- Technology partners
- Recruitment Agencies

#### Capabilities and key skills

Functional

Leadership and behaviours

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| <ul style="list-style-type: none"> <li>• 4+ years of experience delivering machine learning engineering and/or software engineering projects, demonstrating a strong understanding of the full ML development lifecycle.</li> <li>• Proven experience in designing solution architectures for end-to-end machine learning applications.</li> <li>• Experience in Technology delivery, waterfall and agile</li> <li>• Solid foundation in machine learning principles and algorithms, with demonstrable experience in model selection, training, evaluation, and deployment.</li> <li>• Experience building and deploying machine learning pipelines using tools like vertex AI, incorporating best practices for data preprocessing, feature engineering, model training, and performance monitoring.</li> <li>• Proficiency in developing and maintaining custom Python packages for machine learning tasks, efficiently publishing them to package feeds, and designing modular and scalable systems.</li> <li>• Strong back-end development skills, including API design and development, enabling seamless integration of machine learning models into applications.</li> <li>• Extensive experience with big data cloud platforms (Azure, Google Cloud Platform, AWS), specifically Google Cloud Platform (Vertex AI, Composer, Cloud Run, GCS, BigQuery, etc.)</li> <li>• Proficient in Python, DBT, Airflow, and SQL, demonstrating a comprehensive skillset for data manipulation, transformation, and analysis in the context of machine learning.</li> <li>• Experience with DevOps practices and CI/CD pipelines, automating the build, testing, and deployment of machine learning models for continuous integration and delivery.</li> <li>• Experience working with Personally Identifiable Information (PII) data, demonstrating a commitment to data privacy, security, and compliance with relevant regulations.</li> </ul> | <ul style="list-style-type: none"> <li>• Enthusiastic and positive leader with a self-directed and self-motivated attitude</li> <li>• Comfortable with ambiguity</li> <li>• Excellent communication and influencing skills</li> <li>• Excellent collaboration skills</li> <li>• Excellent analytical and problem solving skills with the ability to think quick and offer alternatives</li> <li>• Able to work in a fast-paced environment</li> <li>• Effective time management to prioritise workload</li> <li>• Ability to work on multiple, concurrent tasks</li> <li>• Lead continuous improvement</li> <li>• Constantly challenge the status quo &amp; be open to new technologies &amp; ideas</li> <li>• Ability to see the big picture</li> <li>• Strong commercial experience</li> <li>• Display passion for &amp; responsibility to customer and partners</li> </ul> |
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Desired:

- Google Cloud Platform experience
- Experience working with ML on vertex AI pipelines
- Strong CICD knowledge
- Experience working with Personally Identifiable Information (PII) data

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| <ul style="list-style-type: none"><li>• Retail industry experience</li><li>• Experience with Python</li></ul> |  |
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#### What's in it for you

- High calibre Data & AI team of 100+ people (numerous career path options)
- Cutting edge data and analytics platforms
- Authentic support of your leadership team to define and grow your career
- The innovative feel of a startup with the security of a top tier organisation with a long track record of impressive growth
- Multiple training and development initiatives on offer
- An organisation known for its welcoming, team oriented culture
- Flexible working environment (time of work and place of work)