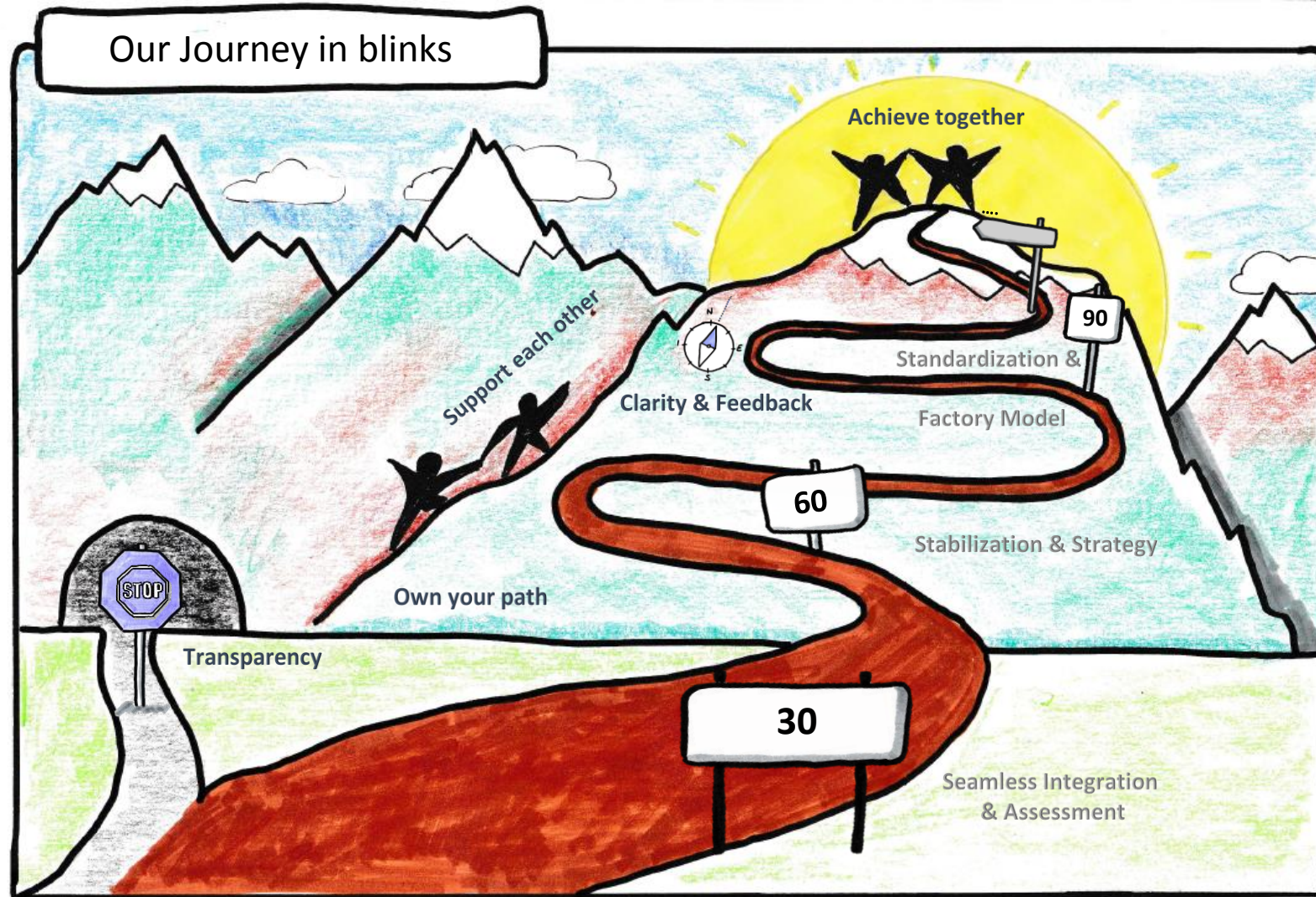


Structuring Data Engineering Circle

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Data Engineering



1. company, culture, vision
2. capabilities and operations
3. Stakeholder meet & map

1. Start optimization and standardization of Services
2. Start implementation of strategy and manifesto components
3. Start empowering analytics with APIs, Catalogue, Portal
4. Fully operating data engineering team



1. Stabilization of services (Pipelines/Infra)
2. Focus on identifying skill gap & onboard talents
3. Align / Agree / communicate Strategy and Manifesto
4. Define roles and cascade accountabilities + performance metrics



1. Transition and deliver data engi. services (business as usual)
2. Current state assessment (3P)
3. Brainstorm on manifesto
4. Data Engineering Strategy (Blueprint)



Personal Development Plan

Process:

1. Create Awareness
2. Set short and long term objectives (at least 2)
3. Focus on development (education, certification, roles etc)
4. Devise an action plan.
5. Review and Record progress.
6. Recommend changes to action plan.

Tracking:

Periodic 1:1s (Formal and Informal)

Challenges:

Personal

- Empathise
- give some space or involve more depending on person/situation

Professional

- workload management
- revisit objective
- trainings to narrow gap
- attend/host meetups
- learning management

Feedback

For desired output within minimal trial, you need clear feedback (reminds me every time control systems 😊).

Listen rather than defend. (conv with your loved one)

Good Feedback :

1. Honest and Clear
2. Focused on solution rather than people/personality
3. Helps the cause, instils confidence and creates trust

Bad Feedback:

1. Fluffy and sandwiched
2. Focused on problem / blame game
3. Declines confidence and self esteem

Data Engineering Circle

Factory Stream: holistic view of data engineering

Goal: Deliver re-usable, standardized, optimal data components that is easily available for all data consumers (internal and external) and constantly evolving to fit both business needs and tech. innovation



Senior

*Framework
Templates
APIs
Portal
Catalogue*

*Adopting design patterns
Prototyping
Technology advancement
Benchmarking
Optimization*



Intern

Data Science Team

Functional/Feature stream: business delivery focussed

Goal: Deliver high performance, scalable, reliable, cost effective, secure data management platform and related data engineering services to enable business solutions. Vertical focussed if possible.



Lead

*Analysis
Modelling
Integration
Transformation
Cleansing*



Junior

*Opportunities
Demand
Strategy
Architecture
Standardization
Rationalization*



Mid/Senior

*Infrastructure
Deployment
Operations
Automation
Acceptance
Self Service*

Product Team

BI Team