



Job: Data Engineering Team Lead

Date of Issue	February 2026	CBU	UMPSA
Position No.	00026614	Job Family	1-Info Technology
Department	SITCES	FLSA	Exempt
Campus	University Services	Wage Grade	07

Primary Purpose of Position

The Data Engineering Team Lead is responsible for managing the delivery and ongoing operations of enterprise data engineering, analytics, and data governance support services used across the University of Maine System. This position leads a multidisciplinary team of data engineers, business intelligence analysts, and data governance staff and is accountable for service reliability, delivery quality, staff performance, and the consistent application of enterprise data standards and governance processes.

This role manages and mentors a multidisciplinary team, ensuring reliable movement, transformation, and accessibility of institutional data. The Team Lead partners with stakeholders across campuses and administrative units to understand business needs and translate them into scalable data engineering solutions aligned with enterprise data architecture, data governance practices, and security standards.

The Data Engineering Team Lead provides technical oversight and operational leadership, ensures the adoption and enforcement of best practices in data engineering, analytics, and data modeling, and supports the execution and operationalization of a modern, sustainable data platform ecosystem for the University of Maine System.

Essential Duties

1. Lead and manage the daily and long-term activities of the Data Engineering team, including data engineers, business intelligence analysts, and data governance staff. Assign work, set priorities, monitor performance, and ensure timely, high-quality delivery of enterprise data engineering, analytics, and governance support services.
2. Provide technical oversight and operational leadership for enterprise data pipelines, data integration processes, analytic data platforms, and supporting governance workflows. Is accountable for the reliability, consistency, and technical quality of deliverables produced by the team.
3. Ensure the consistent application of enterprise data architecture, integration patterns, data governance standards, and security requirements across data engineering and analytics services. Review work for compliance with established standards and coordinate with enterprise architectures, information security, and governance leadership, escalating architectural or governance policy decisions as appropriate.

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4. Facilitates engagement with academic and administrative stakeholders to clarify requirements, manage expectations, and prioritize work across competing institutional service demand, staff capacity, and operational risk within established service objectives.
5. Oversee and review the development of scalable data models, analytical semantic layers, and supporting governance artifacts (such as data definitions, metadata, and documentation) produced by the team to ensure alignment with enterprise standards and institutional reporting needs.
6. Ensure the performance, reliability, and security of data engineering and governance services. Coordinate incident response, data quality issue remediation, risk mitigation, and continuous improvement initiatives, including process refinement and service maturity improvements.
7. Work closely with enterprise architecture, information security, privacy, records management, and other IT and institutional partners to support the effective execution of enterprise data initiatives and ensure operational alignment across services.

Nonessential Duties

1. Participate in wider University committees or working groups as a technical representative.
2. Ensure that data engineering and BI environments remain current through upgrades, patches, and modernization initiatives.
3. Mentor team members through guidance, review, and coaching in professional development, delivery practices, and adherence to established technical standards.
4. Collaborate with peer IT divisions.
5. Perform related duties as assigned.

Supervisory Responsibilities

Directly supervise a team of professional technical staff (typically 6 or more FTEs), including Data Engineers, Business Intelligence Analysts, and related technical roles. Supervision includes full authority for hiring recommendations, performance management, goal setting, and professional development planning.

Reporting Relationship

Reports to the Executive Director of Web and Data Services.

Knowledge, Skills, and Abilities

Required:

- Proven leadership skills with the ability to guide, mentor, and inspire a team in a collaborative, service-oriented environment.
- Strong project management skills with the ability to manage multiple priorities, meet deadlines, and adapt to changing requirements.
- Ability to communicate effectively with technical and non-technical stakeholders, translating complex data concepts into actionable insights.

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- Strong analytical and problem-solving abilities with sound professional judgment.
- Ability to document technical processes and maintain transparency in development practices.
- Demonstrated commitment to high-quality customer service.
- Knowledge of enterprise systems and experience working in large, complex organizations.
- Strong understanding of relational databases, data modeling practices, data transformation concepts, and fundamentals of data warehousing.
- Familiarity with structured and unstructured data, APIs, and modern data architecture concepts.
- Ability to evaluate complex SQL-based data transformations for quality, performance, and accuracy.
- Ability to learn new technologies quickly and apply them effectively.
- Ability to work independently and within a team, managing priorities in a dynamic environment.
- Excellent attention to detail and commitment to high-quality work.

Qualifications

Required:

- Bachelor's degree in Computer Science, Information Systems, Data Engineering, or a related field AND seven (7) years of relevant experience supporting or managing enterprise data engineering, analytics platforms, or data services in a complex organizational environment.
- OR a Master's degree in a related field AND five (5) years of relevant professional experience supporting or managing enterprise data engineering, analytics platforms, or data services in a complex organizational environment.
- Prior experience supervising technical staff or serving in a formal Lead Engineer capacity with responsibility for project delivery and mentorship.
- Experience evaluating and overseeing the development and operation of data pipelines and ETL/ELT processes.
- Experience overseeing cloud-based data environments, including evaluating performance, reliability, and cost trends.

Preferred:

- Experience with modern data pipelines or orchestration technologies (e.g., Airflow, cloud-native schedules, containerized workflows).
- Experience with enterprise integration platforms (e.g., Boomi or similar tools).
- Experience with event-streaming or messaging platforms (e.g., Kafka or similar technologies).
- Experience supporting BI tools and analytical semantic modeling, preferably in Power BI.
- Experience with cloud data storage, object stores, or hybrid data architecture.



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- Experience with Agile development practices, CI/CD pipelines, and automation.
- Experience in environments involving PeopleSoft ERP or similar administrative systems.
- Experience leading the modernization of legacy data systems to cloud-native platforms.
- Experience managing agile development teams.
- Experience enforcing data standards, data governance practices, or security requirements within operational teams.

Note: University Services reserves the right to assign reasonably related additional duties and to change or reassign job duties.

Signatures

The signatures indicate the employee and immediate supervisor have reviewed the job description and had the opportunity to edit the document.

Employee: _____

Date: _____

Supervisor: _____

Date: _____