

Job Title: Data Analyst

Location: Flexible remote working (Australia-based)

Reporting to: CTO

Internal contacts: Technology Team; Communications; UX Lead; Product; Data and Evaluation; Professional Learning; Project Leads.

About Ochre Education: Ochre Education is an innovative national Australian not-for-profit organisation committed to improving educational outcomes by supporting teachers with high-quality, evidence-informed resources and professional learning. Over the last 4 years we have worked with over five hundred Australian expert practicing teachers to create 7,000 lessons and 28,000+ resources in 4 subjects and made them freely available on our national platform. Our resources are accessed by 90% of Australian schools. Our work spans curriculum development, teacher training, and education system-wide capacity building across Australia. See www.ochre.org.au.

The context for the role: The Data Analyst is a position responsible for supporting Ochre Education's organisation-wide technology vision. As Ochre continues to expand its impact, this role will contribute to ensuring our digital platforms, data foundations, and technology systems are scalable, secure, user-centred, and aligned to our mission.

Key responsibilities

The major duties and responsibilities of the position include:

1. Data Pipelines & Platforms

- Design, build, and maintain scalable data pipelines (batch and/or streaming)
- Ingest data from multiple sources (application databases, APIs, third-party tools, files)
- Implement robust ELT/ETL workflows with clear contracts and schema management
- Ensure data freshness, accuracy, and reliability through monitoring and alerting

2. Data Modeling & Storage

- Design and maintain analytical data models;
- Manage data warehouses/lakes (e.g. Snowflake, BigQuery, Redshift, Databricks)
- Optimise performance and cost through partitioning, clustering, and query tuning
- Own dataset definitions and documentation for downstream users

3. Data Quality, Governance & Reliability

- Implement data quality checks, validation rules, and anomaly detection
- Define and enforce data standards (naming, typing, versioning)
- Manage access controls and data security best practices
- Support compliance and audit requirements where applicable

4. Collaboration & Enablement

- Enable self-service analytics through datasets and tooling
- Support BI tools and dashboards
- Translate ambiguous business questions into reliable data solutions

5. DevOps & Engineering Practices

- Treat data pipelines as production software
- Use version control, CI/CD, and Infrastructure-as-Code

- Write maintainable, tested, and observable code
- Continuously improve reliability, performance, and developer experience

Required Skills & Experience:

1. Technical

- Strong experience with SQL (complex queries, performance tuning)
- Proficiency in Python, Scala, or similar data-focused languages
- Hands-on experience with data orchestration tools (Airflow, Prefect, etc.)
- Experience with cloud platforms (AWS, GCP, or Azure)
- Familiarity with data warehouses and/or lakehouse architectures
- Understanding of data modeling concepts and analytics use cases

2. Engineering Mindset

- Experience operating production systems
- Comfort working with incomplete requirements and evolving schemas
- Strong debugging and root-cause analysis skills
- Bias toward automation and long-term maintainability

Desirable skills and experience

- Streaming platforms (Kafka, Kinesis, Pub/Sub)
- DBT or similar transformation frameworks
- Experience in regulated environments or with sensitive data
- Exposure to machine learning pipelines or feature stores

This position is considered child-related employment and will require a Working with Children Background Check and a National Police Check.

We're offering the opportunity to:

- Be part of a mission-driven not-for-profit organisation, taking direct action towards educational equity.
- Significant opportunities for growth and development.
- Work closely alongside talented, passionate and fun colleagues.
- Flexible working hours, and ability to work 100% from a flexible location.

We recognise the importance of balance and flexibility and understand that a one-size-fits-all approach does not work for most. We'd be delighted to welcome applicants from a variety of situations, including parents returning to the workforce.

We welcome individuals of diverse genders, ages, ethnicities, cultural backgrounds, abilities, religions, and sexual orientations in our workplace. We actively encourage talented individuals from all walks of life to apply for our job openings. Our commitment lies in fostering a workplace that is barrier-free and inclusive, aiming to attract the most skilled candidates. Ochre Education is a Child Safe Organisation. This includes mandatory screening processes for all successful candidates, including: Valid Working with Children Check (or equivalent); Satisfactory criminal record check.