



### About East Bay Community Energy

East Bay Community Energy (EBCE) is the Community Choice energy service provider for approximately 550,000 customer accounts across Alameda County. EBCE's charter is to provide its customers with low carbon, cost-effective electricity that integrates innovative energy products and maximizes local benefits through the development of local solutions, ranging from increasing access to rooftop solar to supporting the adoption of electric vehicles.

We want creative problem solvers that are excited to work in an entrepreneurial environment and grow our organization! EBCE is committed to a diverse and inclusive workforce that is reflective of Alameda County's rich culture and communities.

### Position Summary

EBCE is seeking to hire a full-time Data Engineer to join our growing Analytics team and reporting to the Director of Analytics. EBCE is looking for an experienced data pipeline builder and data wrangler who can expand and optimize EBCE's existing data and pipeline architectures, extensively collaborating with our Data Science, Modeling and Analytics team. Ideally, we are looking for a Data Engineer who communicates effectively and is collaborative in nature, and who will be excited about contributing to EBCE's technology stack and broader mission.

- **Culture:** EBCE fosters a culture of open communication, responsibility, curiosity, accountability, teamwork, and care. We welcome a diversity of experiences and perspectives.
- **Start date:** Target May 1, 2020. The deadline to apply is March 30, 2020 at 5 PM. Candidates should send application materials to [jobs@ebce.org](mailto:jobs@ebce.org) and [cc\\_dponce@ebce.org](mailto:cc_dponce@ebce.org) with the job title in the subject line.
- **Location:** This position will be based in EBCE headquarters in Oakland, near BART.
- **Employment:** As an equal opportunity employer, we are committed to diversity, equity, and inclusion and strongly encourage people of color, women, those who identify as LGBTQ+, non-binary individuals, and those with disabilities to apply.
- **Compensation:** Competitive compensation package offered, based on candidate experience. A Data Engineer salary ranges from \$107,100 to \$131,250, with discretionary changes based upon experience.
- **Benefits:** EBCE offers a generous benefits package including
  - Individual, family and domestic partner health insurance
  - Monthly Wellness benefit (ex: stipend for gym or wellness classes)
  - Retirement and Employer Matching Contributions
  - Transit stipend (ex: monthly contribution to Clipper Card)
  - Paid parental and family leave
  - Health and dependent care account
  - Paid Vacation
  - Other benefits

### Position Details

#### Essential Duties and Responsibilities

- Create and maintain an optimal and reliable data pipeline architecture, including:
  - Further developing and maintaining the infrastructure required for optimal extraction, transformation, and loading of data from a wide variety of data sources (ETL).

- Identify, design, and implement internal process improvements: automating manual processes, optimizing data delivery, and re-designing infrastructure for greater scalability, among others.
  - Maintaining and versioning internal and external API's linked to EBCE's Google Cloud Platform.
  - Implementing and developing best practices for Data Storage and Query optimization, as well as strategies for reducing and/or maintaining GCP's current cost load.
  - Helping develop and maintain an optimal database versioning internal strategy.
  - Collaborate with EBCE's Analytics team in preparing and designing systems to provide data to internal and external partners, universities, portals and websites using the Analytics Google Cloud Platform technology stack.
  - Creating error logging, reporting solutions and preparing required documentation.
- Data Gathering including:
    - Collaborate with Analytics team and external partners in assembling large, complex data sets that meet functional / non-functional business requirements.
    - Occasional development of web scraping tools including but not limited to websites, and PDFs.

## Qualifications for Data Engineer

### Education, Experience, Knowledge, and Skills

- Education: Bachelor's in computer science or another engineering and/or data-intensive discipline (MS preferred).
- Experience:
  - Advanced working SQL knowledge and experience working with relational databases, query (SQL) as well as working familiarity with a variety of databases.
  - Experience building and optimizing 'big data' data pipelines, architectures, and data sets.
  - Experience performing root cause analysis on internal and external data and processes to answer specific business questions and identify opportunities for improvement.
  - Strong analytic skills related to working with unstructured datasets.
  - Build processes supporting data transformation, data structures, metadata, dependency and workload management.
  - A successful history of manipulating, processing and extracting value from large disconnected datasets.
  - Working knowledge of message queuing, stream processing, and highly scalable 'big data' data stores.
  - Experience supporting and working with cross-functional teams in a dynamic environment.
  - **Preferred:**
    - Experience and/or knowledge of energy systems,
    - Experience and/or knowledge of programs and policies to advancing decarbonization strategies as they relate to the energy industry.
- Skills:
  - Extensive experience with relational SQL and NoSQL databases, including Postgres and Cassandra.
  - Extensive experience with Python
  - Extensive experience with cloud services (e.g., Google Cloud Platform, Amazon - EC2)
  - Experience with stream-processing systems
  - Experience with data pipeline and workflow management tools: Azkaban, Luigi, Airflow, etc.
  - **Preferred:**

- Experience in SQL for BigQuery for Google Cloud Platform

**Working Conditions**

EBCE is committed to reasonably accommodate an applicant for known physical or mental disabilities so that the applicant may participate in the application process. EBCE will engage in a timely, good-faith interactive process with any employee with a known physical or mental disability to identify potential reasonable accommodations, if any, to enable the employee to perform the essential functions of his or her position.

**Licenses/Certificates**

Possession and continued maintenance of a valid class C California driver's license or the ability to provide alternate transportation as approved by the CEO and a safe driving record.

**Submission Requirements**

Applicants must submit a cover letter outlining key qualifications and reasons for your interest and current resume including education. Please email these documents and any questions to: [jobs@ebce.org](mailto:jobs@ebce.org) and [cc\\_dponce@ebce.org](mailto:cc_dponce@ebce.org) by 5 PM on Monday, March 30, 2020.

**Working at East Bay Community Energy**

EBCE is committed to complying with applicable laws, including the Americans with Disability Act and Fair Employment and Housing Act, ensuring equal employment opportunities to qualified individuals with a disability. EBCE prohibits unlawful discrimination based on age, sex or gender (including pregnancy, childbirth, breastfeeding or related medical conditions), genetic information or characteristics, gender identity, gender expression, race, color, ancestry, national origin, religion, creed, marital status, military or veteran status, sexual orientation, physical or mental disability, medical condition, or on any other basis prohibited by federal, state, or local laws.

*The information contained herein does not constitute either an expressed or implied contract, and these provisions are subject to change.*