

Talented Data Engineer? Join Copic and grow with us!

At **Copic**, we are looking for a highly motivated and experienced Data Engineer to join our growing team. If you have a passion for data and delivering innovative solutions, we want to hear from you!

The Opportunity:

As a Senior Data Engineer, you will be instrumental in developing and maintaining our data infrastructure, enabling critical business insights through robust ETL processes and data pipelines. You will work closely with our Data Analytics, Software Engineering and stakeholders across the organization to understand current and future data needs and deliver solutions which support reporting and analytics, while also building a foundation for future data-driven initiatives. This includes enhancing our data architecture, implementing best practices for data quality, and contributing to the establishment of data governance.

Responsibilities:

- Design, develop, and maintain efficient and reliable ETL processes and data pipelines using SQL Server (SSIS) and Azure Data Factory.
- Optimize and improve existing data pipelines for performance, scalability, and maintainability.
- Develop and implement data quality checks and monitoring to ensure data accuracy and integrity.
- Collaborate with the Data & Analytics team and stakeholders to understand reporting requirements and translate them into technical solutions.
- Contribute to the design and evolution of our data architecture to support advanced analytics and reporting capabilities.
- Participate in the development and implementation of data governance policies and procedures.
- Document data processes, pipelines, and architecture clearly and comprehensively.
- Troubleshoot and resolve data-related issues, ensuring minimal downtime and disruption to business operations.
- Stay up to date with the latest data engineering technologies and best practices.

What you Need:

- Bachelor's degree in Computer Science, Information Technology, or a related field; relevant education and experience may be considered in lieu of a degree.

Experience

- 7+ years as a Data Engineer, with a strong focus on ETL development and reporting & analytics support.
- Extensive experience with SQL Server, including database design, stored procedures, and performance tuning.
- Hands-on experience with Azure Data Factory (ADF) for building and deploying data pipelines.
- Familiarity with other Azure data services (e.g., Azure Data Lake Storage, Azure Synapse Analytics, Azure Databricks) is a plus.
- Strong understanding of data warehousing concepts and dimensional modeling.
- Experience with data quality management and data governance principles.
- Ability to work independently and as part of a team.
- Awareness of analytical reporting and data visualization tools (e.g., Power BI, MicroStrategy) is a plus.
- Experience working in a CI/CD environment
- Experience in an Agile environment
- Experience with scripting languages (e.g., Python, PowerShell) is a plus.
- Excellent problem-solving and analytical skills.
- Strong communication and collaboration skills.

About Copic

Copic's mission is to improve medicine in the communities we serve. We strive to be the premier diversified service organization providing professional liability insurance and other needs of the health care community through advocacy, innovation, and the commitment and dedication of our employees.

We offer competitive wages, a comprehensive and highly sought-after benefits package including health, dental, vision, life insurance, long term disability, employee assistance program, 401(k) plan, pension, short term disability, paid time off and holidays, and a great work environment with fun, friendly people who truly enjoy their work. Hiring range for this position is \$110,960/annually to \$138,700/annually.