

# Analytics Engineer

Data

SMB

Enterprise

[Company Name] is hiring an Analytics Engineer to bridge the gap between raw data and actionable business insights. You will design, build, and maintain the data models and transformations that power dashboards, reports, and self-serve analytics across the organization. This role sits at the intersection of data engineering and data analysis, and is critical to ensuring our teams make decisions based on trusted, well-documented data.

## Key Responsibilities

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- Design and maintain dimensional data models in the analytics warehouse using dbt or similar tools
- Build and optimize SQL-based data transformations that are reliable, tested, and well-documented
- Partner with business stakeholders to understand data needs and translate them into reusable data models
- Create and maintain dashboards and reports in BI tools such as Looker, Tableau, or Metabase
- Define and enforce data quality standards including tests, freshness checks, and anomaly detection
- Document data models, metrics definitions, and lineage to improve data literacy across the company
- Collaborate with data engineers on pipeline architecture and with analysts on metric definitions

## Required Skills & Experience

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- 3+ years of experience working with data in an analytics or data engineering role
- Expert-level SQL skills including window functions, CTEs, and query performance optimization
- Hands-on experience with dbt (data build tool) for data modeling and transformation
- Proficiency with at least one modern cloud data warehouse (Snowflake, BigQuery, Redshift, or Databricks)
- Experience building dashboards and reports in a BI tool (Looker, Tableau, Power BI, or Metabase)
- Strong understanding of dimensional modeling (star schema, slowly changing dimensions)
- Excellent communication skills and ability to work closely with non-technical stakeholders

## Nice-to-Have

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- Experience with Python for data scripting or pipeline orchestration
- Familiarity with data orchestration tools like Airflow, Dagster, or Prefect
- Knowledge of data governance and cataloging tools (Atlan, DataHub, Monte Carlo)
- Experience with version control (Git) and CI/CD for analytics code
- Background in a business domain like finance, marketing, or product analytics

## Tech Stack

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dbt

Snowflake

BigQuery

Looker

Tableau

SQL

Airflow

Git

Python

Fivetran

## What We Offer

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- Competitive salary and equity package
- Flexible remote or hybrid work arrangement
- Health, dental, and vision insurance
- Annual learning and development budget
- Generous PTO policy

## Interview Process

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1. Recruiter phone screen (30 min)
2. Hiring manager conversation covering experience and role expectations (45 min)
3. Technical assessment: SQL modeling exercise and data modeling case study (60 min)
4. Cross-functional interview with a business stakeholder to assess communication and collaboration (30 min)
5. Final interview with team lead or director