

# Creating a diverse data engineering capability

## Our Client

A global IT services provider operating across over 35 countries with annual revenues in excess of \$19.4B, providing consulting and outsourcing services to many of the world's largest enterprises spanning the financial services, media and communications, public sector, life sciences and consumer products industries.

## The Challenges

- 1 Immediate Scaling Imperative:** There was an urgent demand to rapidly increase the size of the onshore data engineering capability due to significant change in programme scope requiring a skilled workforce to achieve several strategic milestones.
- 2 Driving Inclusivity & Social Mobility:** Our client was required to demonstrate a highly diverse workforce to as part of their selection criteria and ability to transfer resources to the end client (UK Central Government) at the end of the programme.
- 3 Seamless Integration:** As the programme was in-flight, integrating the data engineering team into the wider programme needed to be done so in a way that did not cause disruption or impact the existing cadence of delivery.
- 4 Creating a sustainable capability:** Due to the sensitive nature of the project, all resources required security clearance and were expected to transition seamlessly to other central government projects at the completion of the programme.



# Our Approach

Following a comprehensive review of the client's unique technology requirements, Digital Futures mobilised a highly diverse team of 22 data engineers with the required level of proficiency across a number of key technologies.

Given the specific need for experience and knowledge of Talend, an ETL/Data Visualization technology, a additional upskilling programme was developed to equip the team with the exact skills required to be effective from day 1, beyond their robust foundational knowledge in data engineering.

To maintain the momentum post-training, dedicated support and pastoral care was provided throughout the engagement. Weekly touchpoints with engineers and line managers helped track progress, identify challenges and mitigate risks. Additionally, technical coaching sessions were made available to ensure the quality of delivery was maintained at each stage.

Recognising the potential pitfalls of large-scale engagements, Digital Futures developed a bespoke governance model to ensure clear communication lines, delineation of responsibilities, and a structured approach to decision-making to ensure all programme objectives were achieved.



## The Impact

- 1 Streamlined hiring:** Hiring timelines were reduced from 3 months to 3 weeks and required minimal time from the client, due their ability to rely on the quality procedures (skills, behaviours, and capability) previously conducted by Digital Futures.
- 2 Rapid team integration:** Our tailored upskilling programme, align to our client's needs, ensured the swift and efficient integration of all resources into a large in-flight programme achieved without disruption or impact to the cadence of delivery.
- 3 Improved solution design:** by prioritising diversity in hiring, the team was able to draw on their experience, different cultures and backgrounds to improve solution design, making them more efficient and representative and of the customers they serve.
- 4 Knowledge retention and continuity:** All knowledge remained with the client who were able to convert the team to full-time employees at the end of the engagement at no cost, saving over £200K in recruitment fees.

# Key Outcomes



41%

Women representation



45%

Ethnic minority inclusion



61%

Non-Russell Group university participation



29%

Social mobility background representation



96%

Employee retention

In working with Digital Futures our client was able to leverage our model to create a diverse and sustainable data engineering capability to deliver strategic value to their end client.

 **Digital Futures**

