



Analytics Engineer (100%; m/f/d)

UNIQA Re is a licensed reinsurer based in Zurich with focus on business activities on UNIQA insurance companies and contributes to effective risk and capital management within the Group. Starting in 2023, **UNIQA Re** has been underwriting also a growing portfolio of reinsurance clients outside of the UNIQA Group.

UNIQA Re is enhancing its data landscape to support our continued growth and the expansion of our non-group reinsurance portfolio. We are looking for a highly hands-on **Analytics Engineer** with strong data engineering capabilities, deep technical ownership, and the ability to design production-ready data foundations in a regulated reinsurance environment.

This is not a pure reporting role: you will take ownership of end-to-end data products, from ingestion and transformation to modelling, validation, documentation, monitoring, and reliable business consumption.

What to expect

Data Architecture & Modelling

- Design the target data architecture and data models for our Azure Databricks Lakehouse – from raw ingestion layers to curated, business-ready data products (medallion architecture, dimensional models, semantic layers)
- Translate complex reinsurance logic – contracts, premiums, claims, technical accounting – into scalable, reusable, and well-documented data models that serve reporting, analytics, and regulatory use cases alike
- Think beyond the individual use case: establish standards, patterns, and reusable frameworks that allow the platform to grow with the business

Data Engineering

- Build, operate, and continuously improve production-grade ELT pipelines on Azure Databricks (Delta Lake, Databricks Workflows) for treaty, facultative, claims, exposure, and financial data
- Define and enforce data quality rules, validation and reconciliation logic, logging, and monitoring, so that business-critical data stays accurate, auditable, and reliable

Integration & Automation

- Own the integration of data from internal systems and from external cedents, brokers, and data providers – bordereaux files, SFTP, APIs, and market data feeds
- Automate batch and incremental ingestion with version-controlled, tested, and reusable code (CI/CD)

- Work closely with IT, architecture, and security teams to keep integrations secure, resilient, and aligned with enterprise standards

Data Governance & Compliance

- Maintain data lineage, metadata, cataloging, and documentation for key data assets (e.g. Unity Catalog)
- Ensure data solutions meet governance, data protection, and regulatory requirements, and support audit readiness through transparent, reproducible data flows

Collaboration & Stakeholder Management

- Act as a technical sparring partner for actuarial, underwriting, finance, risk, and IT teams, and translate business requirements into sustainable data solutions
- Enable analytics use cases such as pricing support, exposure modelling, portfolio monitoring, claims analytics, and management reporting

We expect

Technical Skills

- Expert-level SQL and strong Python, written to production standards: modular design, testing, error handling, and performance
- Hands-on experience with Databricks and the Azure data stack (Delta Lake, Unity Catalog, Databricks Workflows) – or deep experience on a comparable Lakehouse platform and the drive to master ours quickly
- Strong data modelling expertise – dimensional modelling, semantic layers, historization and slowly changing dimensions – and the ability to design models that scale beyond the first use case
- Solid understanding of orchestration, CI/CD, and observability, as well as APIs, file-based integrations, schema evolution, and structured and semi-structured data

Business Knowledge

- Experience with data from insurance, reinsurance, or another regulated, finance-driven industry – you know what reconciliation, auditability, and reporting deadlines mean in practice
- Genuine interest in reinsurance: you do not need to know treaties, bordereaux, and claims triangles on day one, but you want to learn them – and you can show that you have mastered complex business domains before
- Existing reinsurance knowledge (treaty and facultative business, technical accounting, IFRS 17 / Solvency II) is a strong plus – not a prerequisite

Soft Skills

- Analytical precision and a strong sense of ownership – you challenge data, assumptions, and business logic constructively
- Ability to explain complex technical concepts and architectural decisions clearly to technical and non-technical stakeholders
- Proactive, structured, and self-driven from analysis to implementation – you are comfortable setting direction rather than waiting for it, and you document what you build
- Business-fluent English; German is an asset

We offer

- A true greenfield mandate: as our first Analytics Engineer, you build the data platform of a growing reinsurer from the ground up
- Modern tech stack on Azure Databricks, short decision paths, and direct access to underwriting, actuarial, and management

- Competitive compensation and benefits
- Professional growth and development opportunities
- Modern office in the heart of Zurich

Ready to join our dedicated team? We look forward to receiving your application electronically via **recruiting@uniqare.ch**.

If you have any questions about this opportunity, **David Imhof**, Head of Business Operations (david.imhof@uniqare.ch) will be happy to provide you further information. More information about UNIQA Re can be found at www.uniqare.ch.

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