



## Data Architect

BRUSSELS

### External Description

#### Data Architect

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a Data Architect who will make us move.

#### Your mission:

As Data Architect at bpostgroup your mission is to design and guide the evolution of our data landscape as we transition to a product and capability-driven organization. This involves close collaboration with business and IT stakeholders to ensure unified goals and approaches. You will play a crucial role in shaping our data architecture to maximize synergies across our group structure, transforming it into an interconnected data mesh, with trusted data available for everyone as shared data products. We expect our data architects to actively engage with product & capability teams, getting their feet in the mud to provide hands-on guidance and practical support in implementing future-proof data solutions and concepts that drive innovation and business value.

#### Key responsibilities include:

- Contribute to the design and development of an Enterprise Semantic Data Model that aligns with bpostgroup's data-centric goals. This model should enable seamless data integration and interoperability across all systems and applications in a federated landscape.
- Design data flows and integration points to ensure that data moves smoothly between systems, is transformed appropriately, and is accessible where needed. This includes designing ETL processes, data pipelines, and real-time data streaming patterns.
- Ensure that the data architecture is designed to scale and adapt to future needs, including new data sources, increased data volumes, and emerging business requirements.
- Assess and address existing technical debt by identifying architectural weaknesses and developing a phased plan to remediate or replace legacy systems that do not align with the new data-centric target architecture.
- Establish and enforce data architecture standards, guidelines, and best practices across the bpostgroup to ensure consistency, reliability, and scalability.
- Work closely with the data governance team to align architectural decisions with data governance principles, policies & processes
- Create detailed documentation of the data architecture, including data models, schemas, data flows, and integration points. Communicate these effectively across the organization to ensure alignment and understanding.
- Collaborate with other architects, product team and data, IT teams, and internal data community to ensure that the architecture supports business needs and that the implementation of the data-centric model is feasible and effective.
- Act as a change agent within bpostgroup, driving the adoption of modern data practices and helping to shift the culture towards a more data-centric and data-driven mindset.

As a Data Architect, you report to the Lead Data Architect and bpostgroup's Data Lead.

#### Your profile:

We do not only deliver letters and parcels, but also opportunities. This job is open to all with diverse backgrounds and talents, possessing the following skills:

- Deep expertise in creating conceptual, logical, and physical data models, with a strong focus on semantic

data modelling and ontology development.

Strong knowledge of ETL/ELT processes, API integration, data pipelines, and middleware technologies that facilitate data movement and transformation.

Familiarity with big data technologies and real-time data processing frameworks.

Understanding of data security principles, including encryption, access control, and regulatory compliance (e.g., GDPR).

Capable of influencing senior leaders and stakeholders to secure buy-in for the architectural vision, especially when addressing technical debt and proposing significant changes.

Proficient in translating complex technical concepts into language that is understandable for non-technical stakeholders, ensuring clear communication and buy-in across the organization.

Ability to mentor junior architects, data engineers, and other team members, helping to build the organization's overall data architectural capability.

Comfortable navigating and managing change. This includes the ability to handle resistance to change and guide the organization through our transformation.

A degree in Engineering, Informatics, Computer Science, or equivalent professional experience

At least 5 years of experience as data Architect in complex, multinational organizations.

Professional working proficiency in English and either French or Dutch.

Strong communication, collaboration and influencing skills, with the ability to effectively engage with a variety of stakeholders at all levels.

Strong interest in both business and IT functions to act as a bridge between both.

Excellent analytical and problem-solving abilities.

Affinity with agile methodologies and understanding of how architecture interacts with these for maximum impact.

### Our offer:

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

- Competitive monthly salary

- Meal vouchers

- Hospitalization-, group- and disability insurances

- A phone subscription and company car

- 20 days of statutory leave and 7 additional extralegal days off

- An end-of-year and performance-based bonus and double holiday pay

- Many benefits from more than 100 bpost-partners

### Why bpostgroup?

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

- Become part of the **bpostgroup family** with a unique atmosphere and culture.

- Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.

- Have access to **continuous learning and development** opportunities.

- Have a direct **impact on decision-making** in an international success story.

- Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

[Find out more about bpostgroup](#)

### No match?

[Explore other exciting job opportunities with us.](#)

### More info?

Feel free to reach out to Sara Van Reepingen