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Job Title: Data Analytics Engineer
Department: Data
Reports To: Chief Information Officer (CIO)
Job Type: Full-Time, Exempt
Location: Remote

Who We Are

At Rebellion Energy Solutions we are ensuring that social and environmental value is included in our nation's energy equation. With over 120,000 abandoned or orphaned oil and gas wells nationwide, we are committed to bringing energy, environment, and markets together to drive responsible completion of the oil and gas well lifecycle on behalf of all our neighbors.

Using carbon markets, we are incentivizing the clean-up of orphan wells and providing a platform for investment in sustainability. We are committed to decommissioning legacy oil & gas wells properly and restoring lands with pride of ownership and a legacy of health and beauty for future generations.

About the Role

The opportunities ahead of us for orphan well clean-up and land restoration at scale are great. As our work and team expands, we are seeking a Data Analytics Engineer to join our team. The Data Analytics Engineer performs a variety of tasks involved in managing dashboards, reports, and specific tools using the organization's database, implementing solutions in creative ways, and assisting in the upkeep of the company's data room. This individual owns the projects they work on and collaborates across teams within the company to ensure the data needs are met on a day-to-day basis.

As a member of the Data Team, the Data Analytics Engineer supports collecting relevant data, organizing it to maintain high integrity, and making it accessible to all stakeholders through innovative procedures, software, and analytics. All the while, fostering collaboration and delivering actionable insights that propel us toward our vision.

Responsibilities:

- **Data Analysis and Reporting**
 - Collaborate with stakeholders to identify reporting requirements and develop Power BI dashboards, visualizations, and reports.
 - Conduct data analysis to generate insights and support decision-making processes.
 - Ensure data accuracy and consistency in reporting by conducting regular data quality checks.
 - Assist in the preparation of regulatory reports related to carbon credit activities and emission reduction projects.
 - Conduct business analysis and data evaluation to comprehend business requirements and procedures to pinpoint opportunities for enhancement.



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- **Data Integration and ETL Processes**
 - Implement data extraction, transformation, and loading (ETL) processes to consolidate data from various sources into the company's databases.
 - Ensuring the accuracy and quality of data through data validation and cleansing techniques.
 - Clean and prepare data, handle missing data, investigate outliers and highlight key data insights and remove data noise.
 - Develop and maintain data integration workflows and pipelines.
- **Data Analysis and Improvement**
 - Assist in maintaining the company's database infrastructure to effectively capture, store, and manage data related to plugging and carbon credit activities.
 - Develop data models, schemas, and database structures that support the company's data needs.
 - Collaborate with cross-functional teams to identify data requirements and ensure database solutions meet business objectives.
- **Data Governance and Compliance**
 - Establish and enforce data governance policies, standards, and procedures.
 - Ensure compliance with relevant data protection regulations and industry best practices.
 - Manage data access permissions and roles to maintain data security and privacy.
- **Collaboration and Stakeholder Management**
 - Collaborate with internal teams, project managers, and finance professionals, to support their data needs.
 - Liaise with external stakeholders, such as environmental regulators and carbon market participants, to exchange data and meet reporting requirements.
 - Provide technical expertise and support to stakeholders regarding database-related inquiries.
- **Data Documentation and Training**
 - Document business and data analysis, design decisions, and processes to maintain a comprehensive knowledge base.
 - Conduct training sessions for users and stakeholders on database usage, best practices, and data-related policies.
 - Compile research into easily translatable documents/presentations for the C-suite and Management team.
 - Interact with GIS, Power BI, report developers, and other programming languages to translate data.

Because we know that the nature of the work that we do requires charting a new path and shifting a legacy culture within the oil and gas industry, we also value transferable skills from



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complementary industries and lived experiences that have offered a training ground for developing the competencies needed to excel on our team and in this role. The successful candidate for this role will have a mix of the following qualifications, competencies and commitment to our core values:

Qualifications:

- A passion for environmental justice and sustainability and desire to help chart a course in an emerging field.
- Power BI: dashboards and reports, DAX
- SQL: pull data from various tables including conditions
- Excel: VLOOKUP, Pivot Tables and charts
- Associate's or Bachelor's degree in a computer discipline preferred but not required.
- 2-5 years of relevant experience.
- Ability to take ownership of projects, work collaboratively in a team environment and ability to lead when necessary.
- Proficiency in data extraction, transformation, and loading (ETL) processes.
- Strong analytical and problem-solving skills to analyze complex data sets.
- Experience with data visualization tools and techniques to present insights effectively.
- Ability to generate accurate reports, conduct data quality checks, and ensure data integrity
- Ability to work collaboratively with cross-functional teams, including operations team and field staff.

Key Competencies:

- Exceptional written and verbal communication skills, proficiency in Power BI, Excel & MS Suite
- Motivated, team-oriented individual with the ability to manage multiple projects simultaneously and re-prioritize as needed
- Programming experience using programming languages such as SQL and Python is an added benefit but not required.
- Experience researching, designing and implementing relevant and up-to-date methods of processing data as it relates to oil and gas.
- Ability to creatively problem-solve and work in a collaborative environment.
- Familiarity with emerging technologies in oil & gas orphan wells and carbon credit market.
- Ability to create presentations, training materials and the ability to train data owners, stewards and stakeholders.

Core Values:

- **Rebellious Individuality:** Our work culture encourages you to bring your true self to the table.
- **Authentic Communication:** We nurture an open and honest team environment that allows you to share transparently in the spirit of collaboration and problem-solving, while also



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holding space and listening to others with the intent of understanding and finding common ground.

- Unlimited Collaboration: The issues we seek to solve are often layered and impact communities. To find sustainable and just solutions, everyone is welcome, always.
- Creative Thinking: Working in an emerging industry, it is essential that you are comfortable being in a comfortable place.
- Genuine Solutions: Don't focus on why we can't, rather on finding a way we can.

Compensation and Benefits

The compensation for this full-time, exempt position starts at an annual salary of \$95,000 and is based upon expertise, years of experience, and a verifiable track record of results. This compensation is accompanied by a competitive benefits package including vacation/sick leave, medical/dental/vision insurance, and 401k matching.

How to Apply

If your skills, knowledge, experience, and passion for environmental justice and sustainability align with the qualifications, competencies, and values shared above, we invite you to share your interest in this exciting opportunity.

Even if you don't "check all the boxes" above, we want to hear from you! We value the lived experiences and transferable skills that you feel make you an excellent candidate for this role and welcome the opportunity to learn more about them.

Complete our online application and submit your resume [here](#). We look forward to hearing from you!

Rebellion Energy Solutions is an equal opportunity employer, committed to nurturing a diverse, equitable and inclusive work environment that respects, values and incorporates what makes us individually unique and collectively strong. All applicants will be considered for employment without attention to race, color, national origin, ancestry, religion, age, sexual orientation, gender identity, familial status, marital status, military or veteran status, or disability status in accordance with applicable federal, state and local laws.