Data Migration Technical Lead

Why join S4C?

At S4C, we are passionate about creating a positive, energetic and inclusive work environment that reflects our core values:

Be Your Best, Proud of S4C, Celebrate Everyone, Go For It.

S4C is seeking a Data Migration Technical Lead to deliver a major, high-impact project shaping the future of broadcasting in Wales. This is an exciting position for a results-driven, strategic thinker who is passionate about delivering change that makes a real difference in the broadcasting industry.

Job Overview

S4C uses station management software known as BSM. This software is written in Delphi and has been highly modified to tailor the software for S4C's specific requirements. In addition to the core software, there are two further products that have been developed by S4C:

Cwmwl: Used to submit programme ideas to S4C and follow successful submission to the contract stage.

PAC (Programme as Completed): this is used to collect data from production companies for information relating to the programme for instance collecting data on music used for PRS reporting.

S4C has decided that more proprietary software is required to provide these functions to make support more robust and not to be so dependent on a bespoke system.

The Data Migration Technical Lead is responsible for the technical leadership, planning, and execution of data migration activities associated with the transition from legacy broadcast systems to a new product-based Broadcast System Management (BSM) solution.

This role will lead the extraction, transformation, validation, and loading of complex broadcast data from legacy systems—primarily using Oracle database technologies—into the new target platform. The Data Migration Lead will work closely with business stakeholders, technical teams, system vendors, and programme management to ensure data integrity, continuity of service, and a successful transition to the new system. This role will be supported by Database Administrator(s).

Main Duties

Data Migration Strategy & Planning

- Define and own the end-to-end data migration strategy, approach, and roadmap for transitioning data from legacy broadcast systems to the new BSM product-based solution.

- Identify migration scope, data domains, dependencies, risks, and assumptions in collaboration with business and technical stakeholders.
- Develop detailed migration plans, including sequencing, cutover strategies, rehearsal cycles, and rollback approaches.

Data Extraction, Transformation & Load (ETL)

- Technically manage and oversee the extraction of data from legacy broadcast systems using Oracle database technologies.
- Design and implement data transformation and transposition logic to align legacy data structures with the target BSM data model.
- Ensure accurate field mapping, data normalisation, cleansing, and enrichment where required.
- Oversee data loading into the target system, ensuring performance, accuracy, and repeatability.

Data Quality & Validation

- Define data quality standards, validation rules, and reconciliation processes.
- Lead data profiling, validation, and reconciliation activities to ensure completeness, accuracy, and consistency of migrated data with new BSM product.
- Work with business users and subject matter experts to validate migrated data against agreed acceptance criteria.

Technical Leadership & Collaboration

- Act as the primary technical authority for data migration activities within the programme.
- Collaborate closely with the BSM supplier, internal engineering teams, and system integrators to align migration approaches with the target platform architecture.
- Provide technical guidance and oversight to developers and data engineers supporting migration activities.

Testing & Cutover Support

- Support system, integration, and user acceptance testing by providing migrated datasets and resolving data-related defects.
- Lead migration rehearsals and dry runs ahead of go-live.
- Support cutover execution and post-migration stabilisation, addressing data issues as they arise.

Documentation & Reporting

- Produce and maintain detailed migration documentation, including data mappings, transformation rules, runbooks, and technical specifications.
- Provide regular status updates, risk reporting, and issue resolution tracking to programme and senior management.
- Produce Data Runbook for operational transition, including the do's and don't for data entry to maintain data quality and integrity.

Personal Specification

Attributes	Essential	Desirable
Experience	Significant experience leading complex data migration initiatives within broadcast, media, or similarly data-intensive environments. Experience working with cloud-based systems and platforms is highly desirable. Proven experience migrating data from legacy systems into modern, product-based platforms. Hands-on experience with Oracle database technologies in a data migration or data engineering context. **Technical Expertise** Strong expertise in Oracle databases, including SQL, PL/SQL, data extraction, and performance optimisation. In-depth understanding of data modelling, schema design, field mapping, and data transformation techniques. Experience designing and executing ETL processes and migration frameworks. Familiarity with APIs and integration patterns used to support data migration into modern platforms.	
Skills and information	**Analytical & Problem-Solving Skills** Strong analytical skills with the ability to interpret complex data structures and legacy system behaviours. Proven ability to diagnose and resolve data quality, performance, and integrity issues. **Communication & Stakeholder** Management Strong verbal and written communication skills, with the ability to explain complex technical concepts to non-technical audiences. Experience working with a wide range of stakeholders, including business users, engineers, vendors, and programme leadership.	Welsh language skills, (Support is available for developing Welsh language skills).

Personal Attributes	High attention to detail and a structured, methodical approach to delivery. Strong organisational and time-management skills, with the ability to manage multiple workstreams. Collaborative mindset with the confidence to challenge assumptions and drive best practice.	

Further Details

Location: S4C Office, Central Square, Cardiff (hybrid remote working and office as agreed)

Salary: £65,000 per annum

Contract: 12-month contract initially

Probation Period: 6 months

Working Hours: 35.75 hours per week.

Holidays: In addition to the statutory bank holidays, you will be entitled to 26 days of paid holiday per year. (Please note that the annual leave will be pro rata if working part time).

Pension: Paid staff are entitled to join a Group Personal Pension Scheme subject to the terms of any existing scheme which is amended from time to time. If you are a member of the Group Personal Pension Scheme, S4C will contribute 10% of your basic salary to the Scheme. You will be expected to contribute 5%.

Travel: Occasional travel will be part of the role, usually within the United Kingdom

Applications

Applications should be sent by 9.00 on Monday 2 March 2026 to Pobl@s4c.cymru or People and Culture Department, Canolfan S4C, Yr Egin, Carmarthen, SA31 3EQ.

CV's will not be accepted.

Applications may be submitted in Welsh. An application submitted in Welsh will not be treated less favourably than an application submitted in English.

AI Use

If you choose to use AI or similar tools, please ensure your responses are accurate, truthful and reflect your own experience and words. Applications that are not original or are AI-generated may be rejected.

During the interview, the use of AI or recording tools is not permitted unless agreed in advance for accessibility reasons. Any evidence of unauthorised use may result in your application being withdrawn.

Equal Opportunity and Diversity

S4C does not allow discrimination based on gender, race, colour, disability, ethnic background or social-economic background, age, family status, marital status or civil partnership, part-time or full-time employees, religion, politics, sexual orientation, gender reassignment, pregnancy and maternity, language use (except where the ability to communicate in Welsh is necessary for the post) or any other irrelevant difference, and it is committed to considering diversity in a positive way. S4C welcomes and encourages job applications from groups that may be under-represented, including females, black and minority ethnic people and people with disabilities. Open and fair competition principles are in operation and appointments are decided on merit.