

Data Governance Specialist (12 months contract)

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 09 July 2026

Closing Date: Thursday, 23 July 2026

The Role

Data is one of Serica Energy's most valuable assets, and we are looking for an experienced Data Governance Specialist to lead the design of our future data governance framework on a 12-month contract basis. This is a unique opportunity to shape how data is managed, owned and trusted across the organisation as we continue our digital transformation journey.

Working within our IT, Digital & Data function, you will design the operating model, governance framework and standards that will enable data to be treated as a strategic business asset. Rather than building and operating the function, your focus will be on creating a practical, scalable framework that supports long-term success.

You will engage with stakeholders across the business, translating complex governance concepts into clear and actionable approaches. Strong Communication and Respect will be central to building alignment, establishing ownership and creating confidence in the future direction of data governance at Serica.

As the subject matter expert, you will define approaches covering data ownership, stewardship, quality, metadata, lineage and master data management. Through Learning, you will bring industry best practice while ensuring solutions are pragmatic and tailored to Serica's size, maturity and business needs.

This role offers significant influence and visibility, working closely with senior leaders to shape recommendations that will underpin future data management capabilities. We are looking for someone who demonstrates Empowerment & Accountability, taking ownership of outcomes while delivering a clear roadmap for the next stage of Serica's data governance journey.

What we are looking for in potential candidates:

We're looking for a data governance professional who can combine strategic thinking, technical expertise and stakeholder influence to design a governance function fit for the future.

Key Responsibilities

- Design Serica's data governance and data management operating model and framework.
- Define data ownership, stewardship and accountability models across key business data domains.
- Establish practical standards for data quality, metadata, lineage and master data management.
- Influence senior stakeholders and governance bodies to gain alignment and support.

- Develop a clear implementation roadmap for transitioning from design into delivery.
- Provide clear recommendations on organisational ownership, governance structures and future operating requirements.

Experience & Qualifications

- Proven experience designing and implementing data governance or data management operating models in complex organisations.
- Strong expertise in data ownership, stewardship, data quality, master data and data lineage frameworks.
- Experience developing governance policies, standards and frameworks that have achieved business adoption.
- Demonstrated ability to influence senior stakeholders and operate effectively across business and technology teams.
- Knowledge of recognised data governance frameworks such as DAMA-DMBOK and associated best practices.
- Experience within energy, regulated industries, or Microsoft data platforms (including Purview or Fabric) would be advantageous.

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact Alan.Patterson@orioneng.com at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their [Privacy Policy](#).

JOB DESCRIPTION

Job Title:	Data Governance Specialist (Consulting Engagement)
Department:	IT, Digital & Data
Onshore/Offshore:	Onshore
Location:	Aberdeen
Reports to:	Digital Transformation Manager

Role Purpose
<i>Write a short description of the role below:</i>
Data is one of Serica's most valuable corporate assets. The Data Governance Specialist will design the data governance and data management operating model that Serica's Digital Centre of Excellence (DCoE) needs to manage data as a trusted, well-governed corporate asset. Engaged on a fixed-term consulting basis, the role focuses on design rather than build: defining the governance framework, ownership model, data quality standards, master data approach and data lineage strategy. The output is a designed, ready-to-operate data governance function, together with a recommendation on where it should sit organisationally, enabling a clean transition to a permanent Data Governance Function Lead once the ownership decision is taken by IT, Digital & Data leadership and the ELT. For the right candidate, Serica will consider transitioning this individual into a permanent Data Governance Function Lead role once the function moves from design to build. Any such move is performance-dependent and subject to a separate appointment decision by IT, Digital & Data leadership. To keep the design objective, the recommendation on where the function should sit and how it is resourced is made on Serica's needs alone, independent of any future appointment.

Areas of Responsibility	
Geographical Span:	Serica Assets
Budgetary Responsibilities:	No
Direct Reports:	No
Travel Required:	Occasional as required

Main Tasks

Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.

Data Governance Operating Model Design

- Design Serica's data governance and data management operating model and framework
- Define governance bodies, decision rights, RACI and escalation routes
- Align the operating model with the CoE, BIT and the [Data & AI SteerCo]
- Recommend where the data governance function should sit organisationally

Data Ownership & Stewardship

- Define the data ownership and stewardship model across corporate data domains
- Identify and document data owners, stewards and custodians
- Establish accountability for data quality, access and lifecycle management
- Produce role descriptions and an engagement model for ongoing stewardship

Data Quality Standards

- Define data quality dimensions, standards and measurement approach
- Establish data quality rules, profiling and remediation processes
- Recommend tooling and reporting to monitor data quality over time
- Prioritise initial data quality focus areas based on business risk and value

Master & Reference Data

- Define the master data management approach for Serica's key data entities
- Establish reference data standards and governance
- Recommend the target approach and tooling for master data management
- Identify quick wins to improve consistency across core systems

Data Lineage, Metadata & Standards

- Define the data lineage and metadata management strategy
- Establish data cataloguing and classification standards
- Align data governance standards with AI policy and information management scope
- Document standards in a form ready for adoption and assurance

Transition & Handover

- Package the designed function for transition to a permanent Data Governance Function Lead
- Define the implementation roadmap, sequencing and resourcing for the build phase
- Transfer knowledge to Serica staff and CoE team members
- Support the business case and ownership decision with clear options and recommendations

Professional/Educational Requirements, and Behavioural Skills	
Essential:	• Proven experience designing data governance and data management operating models in complex organisations • Deep knowledge of data ownership, stewardship, data quality, master data and lineage frameworks • Experience defining governance frameworks, policies and standards that have been adopted operationally • Ability to influence senior stakeholders and operate effectively in a matrix environment
Desirable:	• Familiarity with industry frameworks (e.g. DAMA-DMBOK) • Experience in energy, oil & gas or other regulated, data-sensitive sectors • Exposure to Microsoft data platform / governance tooling (e.g. Purview, Fabric) • Experience supporting AI and analytics initiatives with governed data
Behavioural Skills	
Essential:	• Structured and methodical, with strong framework and documentation discipline • Confident communicator able to translate data governance concepts for business audiences • Pragmatic — designs for Serica's size and maturity rather than over-engineering • Naturally collaborative and able to build trust quickly across business and technical stakeholders • Comfortable operating in ambiguity within a newly forming function