

Home.Earth is looking for a Lead Data Architect / Data Scientist.

Location: Copenhagen | Start date: As soon as possible, open until we find the right person

Founded in 2021, Home.Earth is one of Denmark's most ambitious and fast-moving real estate companies. B-Corp certified and built from the ground up with sustainability at its core, we work to redefine what responsible urban development looks like. Our first project, 158 homes in Hedehusene, achieved the lowest carbon footprint ever recorded for a multi-story residential building in Denmark, probably in Europe. Our second development in Høje Taastrup is on track to go further. We are still a young company, but in just a few years, we have gone from founding idea to industry recognised frontrunner, and we are growing.

The way we operate has to match that ambition. We want to put AI to work across the whole company, but AI is only as good as the data it can reach. We are looking for someone to build the data foundation that makes AI possible at scale, and to help turn it into tools the whole company uses.

We are now looking for a purpose-driven candidate to lead this agenda, working closely with teams across the company, to enable us to deliver on our growth ambitions.

The role

You will own the data foundation at Home.Earth: the architecture, the pipelines, and the governance that make our information connected, trustworthy, and usable. It is the groundwork everything else depends on, because the cleaner and more connected our data, the more we can do with AI on top of it. Your work won't stop at the foundation: you'll help build the AI assistants, agents, and automation that put it to work, and lead their adoption across the company.

This is a hands-on architect role, not an advisory one: you design the foundation, and you build it. Because the data is what makes AI useful, you'll stay close to how it gets used and work with the teams to turn it into real tools. Home.Earth is a lean team and intends to stay that way, so your work will be visible across the whole company, and senior decision-makers are just a conversation away.

You will work with a small team across the organization, consisting of Jakob Hermann, Dan Pham, Kristian Andersen, Javier Gutierrez, and Simon Puyosa, among others. You will also work alongside a wider team of proved entrepreneurs and professionals. Meet our full team at www.home.earth.

In summary

Your core responsibilities will be to...

- Design and build the data foundation the whole company runs on: the architecture, a modern data warehouse, pipelines, and models.
- Connect data across our systems, so the business works from one clean, trustworthy source.

- Set the standards for data quality, privacy, and security, within GDPR and the EU AI Act.
- Work with each team to find the highest-value opportunities, and help build the AI, assistants, and automation on top.
- Support adoption so the tools stick beyond the demo, and keep testing new approaches, staying pragmatic about which we actually need.

We offer...

- A rare chance to design a company's data foundation from the ground up, and shape how an entire company works.
- A high level of ownership from day one by design: your architecture, your build, your results.
- A high degree of senior exposure with people who want to see you grow professionally.
- A collaborative environment and a friendly team spirit.

And finally, we imagine that you bring...

- A data architect at heart with a real pull toward AI: you build solid foundations, and care as much about putting them to work as building them.
- Experience from a prior role as a data architect, data engineer, or similar, with 4 to 8 years of full-time experience building foundations others rely on.
- Deep, hands-on skill with modern data warehouses (Snowflake, Databricks, BigQuery, or similar), SQL, and data pipelines, plus fluency in a few programming languages such as Python and JavaScript.
- Heavy, hands-on use of AI over the last couple of years: you have built with it, not just read about it (agents, integrations, MCP servers, LLM tooling). Bonus if you are driven by scaling AI across a company.
- A strong feel for data governance and compliance. The foundation comes before the demo.
- Patience and a talent for explaining and presenting, so colleagues actually use what you build.

Age, background and seniority are not deciding factors. What matters is that you're genuinely motivated by the work and can see yourself in this role.

Could this be your next challenge?

If the role has caught your interest, please submit your CV and a brief cover letter, and include examples or links to what you have built, to both dan@home.earth and jakob@home.earth. We interview candidates on a rolling basis, and we keep the role open until we find the right person, so it is never too late to apply.

Questions about the role are most welcome to Dan Pham at dan@home.earth and Jakob Hermann at jakob@home.earth.

Please note that all our roles are open to applications from all sections of society. We believe in the superpowers and potential of everyone, regardless of race, religion or belief, ethnic origin, different physical ability, family structure, socioeconomics, age, nationality or citizenship, marital, domestic or civil partnership status, sexual orientation, gender identity, or any other difference that makes you, well, you!