ROLE PROFILE

Job Title	BI Developer
Business Unit / Group Function	Central Services
BU Team / Sub-Function	GTS
Location	Arete
Leader	Business Intelligence Leader
People Leadership	No
Job Level	4B

Role Purpose

Provides technical expertise in designing, developing and delivering a BI technology platform that will support core business activities and decision making aligned to the WGS Corporate GTS strategy.

Accountabilities

- Capture, review and validate reporting requirements translating these into technical requirements to the required standard aligned to the WGS Corporate GTS strategy
- Develop and maintain documentation (i.e. Report Design Specifications, Testing templates, etc.) to enhance internal processes and drive continuous improvement
- Review and validate customer data, overseeing the deployment of data to the data warehouse in line with timescales
- Support the promotion of new content throughout the development lifecycle in line with business requirements
- Perform system analysis on deployed solutions ensuring these align with business requirements and reporting governance principles
- Contribute to the continuous improvement in process, performance, productivity and quality in line with business standards
- Train end-users to ensure proficiency with new solutions across multiple business functions
- Contribute to and champion the ongoing BI Strategy alongside Business Leaders encouraging end user engagement
- Proactively share knowledge with other team members, updating and documenting procedures to the required standard
- Provide end-to-end system support for relevant BI applications including but not limited to ensuring support calls are closed within service level targets and system uptime meets agreed business targets

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Competencies

Deciding and Initiating Action	Persuading and Influencing	Applying Expertise and Technology
• Makes prompt, clear decisions which may involve tough choices or considered risks • Takes responsibility for actions, projects and people • Takes initiative, acts with confidence and works, • Initiates and generates activity	• Makes a strong personal impression on others • Gains clear agreement and commitment from others by persuading, convincing and negotiating • Promotes ideas on behalf of self or others • Makes effective use of political processes to influence and persuade others	• Applies specialist and detailed technical expertise • Develops job knowledge and expertise through continual professional development • Shares expertise and knowledge with others • Uses technology to achieve work objectives • Demonstrates appropriate physical co-ordination and endurance, manual skill, spatial awareness and dexterity • Demonstrates an understanding of different organisational departments and functions
Leading and Supervising	**Delivering Results & Meeting Customer Expectations**	**Coping with Pressures and Setbacks**
• Provides others with a clear direction • Sets appropriate standards of behaviour • Delegates work appropriately and fairly • Motivates and empowers others • Provides staff with development opportunities and coaching • Recruits staff of a high calibre	• Focuses on customer needs and satisfaction • Sets high standards for quality and quantity • Monitors and maintains quality and productivity • Works in a systematic, methodical and orderly way • Consistently achieves project goals	• Works productively in a pressurised environment • Keeps emotions under control during difficult situations Handles criticism well and learns from it • Balances the demands of a work life and a personal life. Maintains a positive outlook at work. • Handles criticism well and learns from it

Skills and Experience

Degree qualified (IT Specialism) or equivalent industry experience within a dynamic, commercial IT environment
Comprehensive hands-on experience in Business Intelligence development and delivery using the Microsoft BI stack, especially SSIS and SSRS Experience
Strong knowledge of T-SQL / DAX with exposure to enterprise level BI & SQL environments
Demonstrates excellent problem solving and analytical skills
Good understanding of data warehousing concepts
Strong communication skills with the ability to communicate technical concepts to a diverse audience
Knowledge of Database Administration, Software Development Lifecycles, Technical Infrastructure, and IT Service Management