Job Title	**Business Intelligence Developer**
Job Level	4B
Location	SBP
Business Unit	Finance & GTS
Function	Group Technology Services
Leader	Business Intelligence Technical Lead
People Leadership	N/A

Role Purpose

Be an integral part of the team designing, developing and delivering a BI technology platform that will support core business activities and decision making.

Responsibilities

- Capture, review and validate reporting requirements translating these into Technical Requirements
- 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 as it's collected, overseeing the deployment of data to the data warehouse
- Support the promotion of new content throughout the development lifecycle
- 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
- Ensure end-user proficiency with new solutions across multiple business functions
- Contribute to, and champion the ongoing BI Strategy, alongside Business Leaders
- Proactively share knowledge with other team members, updating and documenting procedures
- 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.

Values

BE PROUD	BE RESPONSIBLE	BE SUSTAINABLE	BE PROFESSIONAL	BE ENTREPRENEURIAL	THINK LONG TERM
We are proud of our brands, our heritage, and our commitment to superior quality in our products	We expect every individual and their teams to be accountable and to perform to their full potential	We wish to make a positive contribution to our communities and to our environment	We value integrity, transparency, professionalism and constructive debate within a team working culture	We foster a forward thinking and innovative culture that recognises the need for innovative thinking and continuous improvement	We are proud of our brands, our heritage, and our commitment to superior quality in our products

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Core Competencies:

Deciding & Initiating Action	Adapting and Responding to Change
• Makes prompt, clear decisions which may involve tough choices or considered risks • Takes responsibility for actions, projects and people • Takes initiative and acts with confidence • Initiates and generates activity	• Adapts to changing circumstances • Accepts new ideas and change initiatives • Adapts interpersonal style to suit different people or situations • Shows respect and sensitivity towards cultural and religious differences • Deals with ambiguity, making positive use of the opportunities it presents
Persuading & Influencing	**Delivering Results & Meeting Customer Expectations**
• 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	• 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.
Applying Expertise & Technology	**Coping with Pressures & Setbacks**
• 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	• Works productively in a pressurised environment • Keeps emotions under control during difficult situations • 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 Qualifications:

Essential:
- Degree qualified (IT Specialism) or equivalent industry experience
- Comprehensive hands-on experience in Business Intelligence development and delivery using Microsoft BI stack
- Strong knowledge of T-SQL
- Experience of Enterprise Power BI implementation
- Demonstrates excellent problem solving and analytical skills
- Experience within a dynamic, commercial IT environment
- Strong communication skills with the ability to communicate technical concepts to a diverse audience
- Self-starter who is comfortable working within a team and on an individual basis when required under minimal supervision
- Capable of working to tight deadlines

Desirable:
- Experience and exposure to enterprise level BI & SQL environments
- Knowledge of Database Administration, Software Development Lifecycles, Technical Infrastructure, and IT Service Management
- Exposure to financial reporting methodologies and processes in an FMCG environment
- Relevant Microsoft certifications would be an advantage
- Good understanding of data warehousing concepts

Created by:	Laura Kerr
Date:	8th June 2021
HRBP:	

Date of last revision:	

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