BC HOUSING

1.Position No. 80268	2. Descriptive Working Title BI & Data Integration Developer		3. Present Classification SA5
4. Department Information Technology	5. Branch/Section Corporate Services	6. Proposed Classification	Date Aug 2020
7. Position No. of Supervisor 81488	8. Descriptive Work Title of Supervisor Manager, Business Applications Development		9. Classification of Supervisor Excluded Management
10. Job Summary:			

Reporting to the Manager, Business Applications Development, the BI and Data Integration Developer is responsible for designing and developing data analytics and integration solutions for both internal and external audiences. The position manages all aspects of the development life cycle and ensures all data analytics applications and data integration solutions meet integrity and quality control standards. The position provides 2nd level support in tuning production reports for optimal performance, develops SQL queries for complex data requests, and facilitates integration issues between source and target applications. The position runs and manipulates various data including confidential HR, payroll and other business data.

11. Duties:

1. Designs and develops data analytics and data integration solutions for both internal and external audiences; analyzes functional requirements provided by IT Business Application Development Managers and Business Systems Analysts, and collaborates with Business Support resources and Data Stewards to design viable solutions; takes on all aspects of the BI and data integration development life cycle including data analysis, development, and performing and managing unit, systems testing, deployment and post-deployment support.

2. Ensures all Operational Data Store (ODS) and Data Warehouse Extract/Transform/Load (DW ETL) processes, Data Integration models, analytic models and reports are developed to meet data integrity and quality control standards; administers web portals for end users to access reports; oversees the creation and maintenance of technical/system documentation.

3. Maintains and supports on-premise and cloud enterprise reporting and integration environments; ensures stable and consistent data flow between on-premise and cloud environments, while meeting all security and privacy requirements for cloud computing and storage of data.

4. Collaborates with the business areas and technical teams to ensure Enterprise Reporting definitions are consistent and are sourced from the appropriate systems of record (i.e. Application Systems, Data Warehouse); performs impact analysis for major system changes that may affect Enterprise Metrics.

5. Designs and develops services to provide data integration/orchestration and other service-enabled functionality for internal/external business systems.

6. Gathers and analyzes functional requirements and proposes alternatives to improve the performance and usability of the reports, considering trade-off decisions related to required layout design versus development and maintenance complexity; ensures integrity and scalability of the solution.

7. Provides 2nd level technical support; tunes BI Tools for optimal performance; manages scheduled ETL jobs and the end user reporting environment; aids in data integration planning and development; identifies issues, risks and gaps within projects, designs or applications; identifies and researches technical alternatives, opportunities for improvements, and system / process enhancements.

8. Monitors and forecasts growth of the Commission data warehouse; identifies technological improvements for usability, stability and maintainability of the data warehouse processes and integration services and environments.

9. Maintains current knowledge and understanding of the information content contained in data repositories as well as data definitions, expected values and cross-system data dependencies; troubleshoots and identifies issues with reporting processes and data inconsistencies; provides other expertise such as developing SQL queries and/or procedures and functions for complex data requests.

10. Ensures consistency in BI and integration solutions design and development approach with standardized tools, methodologies, policies and procedures; identifies out-of-the-box report/dashboards that can be used to satisfy requirements.

11. Creates and conducts sessions designed to educate and train end-users on the developed BI tools.

12. Assists Application Teams with troubleshooting and resolving data-related and system integration issues.

13. Performs other related duties that do not affect the nature of the job, including participating on project task teams or assisting with special assignments.

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4. Education, Training and Experience		

Degree/diploma in Information Technology or Computer Science from a recognized post-secondary institution.

Minimum four years' experience in small to medium project experience interacting with project managers, business analysts, and technical resources such as application development team members and users, and operational reporting application design and development as well as experience in complete lifecycle data warehouse development projects. Some experience in enterprise reporting, BI toolsets, data integration and Azure platform is preferred.

Or an equivalent combination of education, training and experience acceptable to the employer.

5. Knowledge and Skills

Core Competencies:
- Personal Effectiveness
- Communication
- Results Oriented
- Teamwork
- Service Oriented

Good understanding of BI architecture, and full lifecycle BI and integration development.

Working knowledge and familiarity with the following software and languages:

Software components:
- BI Tools - Power BI (cloud and on-prem), SSAS, Azure Analysis Services, WebFOCUS, InfoAssist
- Windows
- Integration Tools - SSIS, SSMS, DataMigrator, Oracle SOA Suite, iWay Service Manager, BPEL, Web Services, SOAP UI
- Azure Platform tools – Power Platform, Azure SQL DB, Azure Blob Storage, Azure Data Factory, Azure Data Lake

Languages
- Database, e.g. DDL. DML. SQL, PL/SQL
- Web Standards/Specifications, e.g. XML, XSD, SOAP, REST, WSDL

Ability to translate business requirements into user-friendly analytic models;

Ability to work effectively both independently as well as part of a larger team of business users and analysts;

Ability to take ownership of tasks and drive them through to completion

Ability and experience in working under pressure to meet changing deadlines due to shifting priorities.

Ability to identify, describe and resolve technical issues

Ability to present information effectively during presentations, demonstrations and project meetings

Ability to deal with confidential information using judgment and discretion.

Good BI design and development skills, and data modelling and data analysis skills;

Strong systems analysis, troubleshooting and problem-solving skills;

Excellent verbal communication skills

Excellent technical writing skills to effectively complete requirements, design and operational documents

Good interpersonal, organizational and project leadership skills

Strong analytical and problem-solving skills

6. Occupational Certification	