

JOB DESCRIPTION

Job Title: Business Intelligence Developer
Directorate & Section/Unit: Business Systems and Management Information, Childrens Services
Reporting to: Senior Business Analyst MIA

Management responsibility for (Level 1 Manager and above): None
Supervisory responsibility for (Level 1 Supervisor): None
Headcount and FTE of staff: N/A

Salary Grade:	SO2
WCF Management Level:	N/A
Number of Direct Reports:	None

Our People Values:

To uphold and act in accordance with Worcestershire County Council's values:

- **Customer Focus** - Ensure delivery of a high-quality service which meets the needs of customers
- **Can Do Culture** - Be proactive to achieve excellence, finding solutions and creative ways of working
- **Freedom within Boundaries** - Make constructive change through cohesive decision making, ensuring services are responsive.

Purpose of Job:

- You have significant knowledge and skills in the latest Business Intelligence technologies and will work closely with the business when designing, prototyping and delivering new creative and innovative BI solutions.
- You will work closely with the teams across the council to change our organisation by designing and developing BI solutions that will form a central resource, giving the council and its partners effective and timely information to support service improvement and statutory reporting. You will be given plenty of opportunity to explore your creativity, utilise your skills and gain many more.
- The post-holder will work with Analysts and Officers, supporting their consultation with Service Managers and staff to provide advice on BI solutions, including dashboards, reports and extracts of data for Worcestershire County Council and partner agencies.

Main Activities & Responsibilities:

- Design, prototype and deliver creative and innovative BI solutions for the customer based on the business requirements
- Maintain and apply up to date, substantial knowledge of database concepts, object and data modelling techniques and design principles
- Mentor and support SO1 and Scale 6 colleagues
- Provide expert knowledge and guidance to teams and people on technical best practice
- Working as part of the team, ensure effective communication and understanding of business requirements

- Collaborate and partner with all parts and levels of the organisation as an expert technical advisor for creative and innovative BI solutions
- Apply agile techniques to ensure BI solutions meet the requirements of both the business and the user, providing simple, functional, flawless and quick delivery of information
- Increase customer satisfaction and engagement by delivering high class BI solutions
- Research and identify BI options for existing and new services to aid service improvement
- Design and Deliver BI solutions using your substantial knowledge of SSIS, SSRS, SQL and Power BI
- Produce and develop BI solutions for services that will be fully functional across all devices
- Provide secure information provision and to be aware of developments in security requirements
- To maintain a working knowledge of relevant BI developments and technologies

Generic Accountabilities:

- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training
- To undertake other such duties, training and/or hours of work as may be reasonably required and which are consistent with the general level of responsibility of this job
- To undertake health and safety duties commensurate with the job and/or as detailed in the Directorate's Health and Safety Policy
- The duties described in this job description must be carried out in a manner which promotes equality of opportunity, dignity and due respect for all employees and service users and is consistent with the Council's Equality and Diversity Policy

Contacts:

In all contacts the post holder will be required to present a good image of the Directorate and the County Council as well as maintaining constructive relationships.

Internal: Elected Members, Directors, Heads of Service, Senior Managers, Management Teams, Managers & Staff across all directorates, Project Staff, Governors, Head Teachers, Teachers, Support and other school based staff

External: District & County Councils, Government Agencies & Departments, NHS, Clinical Commissioning Groups, Healthcare Professionals, Police, Fire, Probation Service, Educational Settings, Suppliers, Contractors, Service providers, Statutory and Voluntary Organisations, service users, clients, customers, parents & pupils, members of the public, volunteers

Additional Information:

- Worcestershire County Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility
- Reasonable adjustments will be considered as required by the Equality Act

PERSON SPECIFICATION

Job Title: Business Intelligence Developer

Directorate & Section/Unit: Business Systems and Management Information, Childrens Services

Salary Grade: SO2

WCF Management Level: None

EXPERIENCE:

It is **essential** that the post holder has

- Significant experience in designing, prototyping, building and testing data solutions to deliver world class customer experience
- Significant experience in system integration
- Significant experience in agile development and management methods
- Substantial experience in using SQL databases
- Substantial experience in a variety of BI technologies, specifically SQL and Power BI
- Substantial experience of collaborating and partnering with a wide range of staff
- Significant experience of creating BI solutions that work across all devices

It is **desirable** that the post holder has:

- Experience of other public sector organisations

KNOWLEDGE, SKILLS AND ABILITIES:

It is **essential** that the post holder has:

- Significant ability to interpret business requirements, particularly using SQL and Power BI
- Substantial ability to design and prototype BI solutions, particularly using SQL
- Substantial skills in extracting data from Microsoft SQLServer databases using SQL and SSRS
- Significant knowledge of a variety of BI applications and technologies e.g. SQL, SSRS, Power BI
- Excellent communication skills

It is **desirable** that the post holder has:

- Detailed knowledge of agile development techniques

QUALIFICATIONS/TRAINING & DEVELOPMENT:

It is **essential** that the post holder has:

- A relevant degree that contains technical/programming skills or equivalent experience

It is **desirable** that the post holder has:

- Training in agile development methods or evidence of equivalent experience