**JOB DESCRIPTION**

**Job:** **Business Intelligence / Power BI Developer**

**Location: Midlands Based**

**Reports to: Software Development Manager**

**Salary: £45k to £50k**

**Contract term:** FTE

**Travel Required:** National travel required in line with business requirements

**MAIN PURPOSE OF ROLE**

This role is responsible for designing, developing, and maintaining interactive dashboards and reports using Power BI, transforming raw data from both multiple data sources and data warehouse (future) into actionable insights to support business decision-making.

Work closely with and supporting colleagues from across the business and the wider IT team to ensure requirements are met and service delivery is maintained to a high standard.

**KEY ACTIVITIES**

* Design, develop, and maintain Power BI dashboards, reports, and data visualizations.
* Collaborate with stakeholders to gather reporting requirements and translate them into technical solutions.
* Connecting data sources, importing data, and transforming data for Business Intelligence reporting models.
* Optimize data models for performance and scalability in Power BI.
* Producing accurate estimates for change requests and project deliverables.
* Participating in Daily Stand ups and other Scrum ceremonies as required.
* Creating solid, scalable, maintainable, and testable solutions.
* Create and manage DAX queries, calculated columns, and measures.
* Integrate Power BI reports with other applications using embedded analytics and APIs where necessary.
* Ensure data accuracy, consistency, and integrity across reporting tools.
* Provide training and documentation for end-users and team members.
* Monitor BI solutions to ensure performance and availability.
* Providing third line support to the Service Desk, as necessary.

**KEY SKILLS**

* Proven experience with Power BI in a commercial setting
* Strong DAX, Power Query, and data modelling capabilities
* Solid understanding of relational databases, especially Microsoft Azure SQL Server
* Knowledge of data modelling, architecture, and reporting design
* An understanding of application security layer models in Power BI
* Expert in MS SQL Server and database tools and proficiency working with relational databases
* Understanding of data warehousing, ETL processes, and data modelling (star/snowflake schema).
* Excellent analytical and problem-solving skills.
* An understanding of Power BI version control and integration with PowerBI Reporting.
* Familiarity with Agile methodologies (Scrum, Kanban)
* Familiarity with data governance, privacy regulations, and compliance practices
* Strong communication skills and stakeholder management, must be able to discuss the requirements effectively with the client teams, and with internal teams.

**EDUCATION & EXPERIENCE**

* Bachelor’s degree in computer science, Information Systems, Statistics, or related field.
* 3+ years of experience in Business Intelligence, data analytics, or a related field.
* Demonstrable experience with Power BI, including Power Query, DAX, and Power BI Service.
* Experience with some or all of the following would be advantageous Microsoft Fabric, Azure Data Platform tools, Data Warehouses, Data Lakes and Databricks.

**MEASURES OF SUCCESS**

* Time, cost, quality measures of deliverables to support successful outcomes
* Business stakeholder feedback
* Successful translation of business requirements into user stories
* Customer satisfaction survey results
* Positive contribution to resolving team issues and aid other team members as required
* No significant issues or problems with published reporting and visualisations
* Accurate and up-to-date data provision in published reporting
* Successful interpretation and presentation of data to improve business performance
* Curation of Compass reporting and data modelling
* Ownership of technical documentation for BI tools

**GENERAL**

* Operate with pace, purpose and professionalism
* Demonstrate the company REACH values are at the centre of all you do
* Undertake training and development deemed necessary for the pursuance of the post
* Comply with all company policies & procedures
* Attention to detail, ability to follow instructions and take ownership of workload.

**ORGANISATIONAL**

* Ensuring compliance with safeguarding procedures, throughout all work within the Company, keeping the manager informed of work in progress and inform the manager immediately of any child protection matter or serious complaint.
* To fulfil Health & Safety responsibilities.
* To work within the provisions of the Data Protection Act, observing strict confidentiality in relation to all aspects of work undertaken.
* Undertake training and development deemed necessary for the pursuance of the post
* Comply with key company policies including;
	+ Equal Opportunities Policy and Procedure in all employment practices
	+ No smoking policy
	+ IT Acceptable usage, Information Security and Data Protection policies
* Travel to Compass Community offices and locations may be required as part of the role
* The nature of the business means that tasks and responsibilities are sometimes unpredictable. Employees are therefore expected to work flexibly when the occasion arises where tasks, which are not specifically covered in the job description, need to be undertaken.