BI Consultant (Reporting)

Job Description

JOINED UP
SOLUTIONS

Description

CPS has successfully built the UK's largest Microsoft Project Online and Office 365 based project management solutions practice. We are a long established and highly respected Microsoft Gold Partner with over 400 successful national and international consulting engagements completed.

Due to our continued growth, we are looking for a Business Intelligence Consultant who is experienced in ensuring successful development of Business Intelligence solutions ensuring time, cost and quality expectations are successfully achieved.

The focus of the role is to develop beautiful reporting solutions as part of overall Business Intelligence solutions, using a range of development technologies adhering to CPS development standards.

Ideally, the role will be involved in all stages of the software development lifecycle and should be comfortable engaging directly with client stakeholders, from requirements gathering through the development to deployment and handover support to client and handover to our internal service desk.

Specific Role Requirements

A competent self-starter, keen to further develop both their personal and the team's knowledge and skillset, with a 'make it happen' attitude.

Provide a creative, user focused input into the design of reports to ensure that they are visually engaging and provide clear information within an effective, intuitive user experience.

Deliver a range of Business Intelligence solutions to a broad client base, applying a commercial awareness around the delivery solutions.

Ensuring solutions are provided using the appropriate technologies and delivered to the appropriate development standards, ensuring all developments are robust, fully tested, of high quality and fit for purpose.

Demonstrable experience in a Business Intelligence consulting role, in a corporate environment or in a consulting organisation.

Broad knowledge of Business Intelligence patterns and practices, application lifecycle management approaches, with experience gained through all phases from design, development, test and release cycle to delivery and maintenance.

CPS has clients across the UK and travel is required at times, with occasional overseas assignments. This is balanced by an ability to work from home for some of the time.

Key Responsibilities

- Undertake assignments at all points in the delivery lifecycle:
  - Writing functional specifications
  - Writing technical specifications
  - Solution development
  - Test planning and testing support
  - Writing deployment documentation
  - Writing support documentation
- Deliver a professional, customer focused development service
- Ensuring quality management processes are followed
- Ensuring solutions are robust, fully tested, of high quality and fit for purpose
- Ensure commercial controls are applied for all solution developments
- Develop and maintain professional, credible relationships with key internal stakeholders, relevant third parties and strategic suppliers
- Ensure that unit and system testing are undertaken to required standards
- Ensure handovers to support and engagement leads are executed

- Support colleagues with problem resolution as requested
- Support engagement leads by providing a quality assurance role
- Ensure CPS development standards are correctly applied on assignments
- Ensure developed code is stored using the CPS source code repository
- Manage your professional development plan
- Ensure your resource utilisation targets are being achieved
- Ensure timesheets and expense submissions are completed correctly and on time
- As part of our Microsoft competencies we are required to have individuals who have passed specific exams. All employees are required to pass specific Microsoft exams aligned to their areas of expertise

Technical Attributes

Essential

Data visualisation

- Skills
  - Work with stakeholders to understand the information they want to present in a reporting solution
  - Build a design of the reporting solution, including the user experience and the security and permissions
  - Build mockups as part of solutions to demonstrate to stakeholders
  - Build and deploy reports, visualisations, and dashboards
  - Implementation of data source refresh mechanisms
  - Deploying shared report security models
  - Integration of reports with SharePoint and Office 365
- Technologies
  - Power BI
  - SQL Server Reporting Services 2014+

Data Manipulation

- Skills
  - Write advanced SQL queries
  - Write SQL stored procedures
  - Optimisation of SQL queries
- Technologies
  - SQL Server Database Engine 2014+
  - Azure SQL DB

Desired

Data storage

- Skills
  - Design and optimisation of normalised and star-schema databases
  - Application of dimensional modelling techniques, such as the Kimball methodology
- Technologies
  - SQL Server Database Engine 2014+
  - Azure SQL DB

Data Load and Transformation

- Skills
  - Design of ETL, ELT and schema-on-read solutions

- Optimisation of SQL Server Integration Services packages
- Troubleshooting data quality issues
- Technologies
  - SQL Server Integration Services 2014+
  - Azure Functions

Data Analysis

- Skills
  - Design and implementation of multidimensional cubes and tabular models
  - Development of MDX and DAX expressions
  - Troubleshooting performance and data quality issues
- Technologies
  - SQL Server Analysis Services 2014+
  - Azure Data Warehouse
  - Azure SQL Data Warehouse
  - Azure Data Factory, Event Hubs, and Stream Analytics
  - Azure Data Lake, HDInsight, and Apache Hadoop
  - AI using Cognitive Services and Machine Learning
  - Data science using R or Python

Personal Attributes

- Confidence in own abilities
- Knowledgeable within this subject area
- Fast learner
- Creative visual designer
- Imaginative problem solver
- Structured organiser, with an eye for detail
- Appreciation of a quality approach
- Strong relationship building skills
- Strong analytical and numeracy skills
- Ability to use initiative and work under pressure, prioritising to meet deadlines
- Drive, leading on initiatives, being committed to the role and delivering on objectives and deadlines
- Effective communication (written and verbal) and negotiation skills with a wide variety of stakeholders
- Service orientation, demonstrable commitment to customer service
- Be passionate about technology!

Candidates will be able to demonstrate the breadth and depth of their suitability for this role with the following proof points:

- Demonstrate a background in successful delivery of Business Intelligence solutions to external customers or internal sponsors
- Expertise with user experience (UX) design
- Experience of managing customers or sponsors when there are issues, acting with credibility and professionalism as well as giving confidence to customers or sponsors on progression of the delivery
- The ability and drive to strive for effective changes and continuous improvement in development standards and the day-to-day development processes
- Experience of working with in-house or offshore consulting and development teams would be ideal
- Strong knowledge of current and previous Microsoft data and analytics platform technologies
- Strong knowledge of Business Intelligence development practices, including instrumentation, exception handling and security
- Experience of working with Agile methodologies, such as Scrum or Kanban

Benefits:

- Annual professional training budget to support your PDP
- Perkbox membership – a benefit scheme that is designed to reward you for all your hard work and make life a little more affordable. It aims to ensure 'team happiness' and helps you to feel valued.
- Free chair massages - head, arms, shoulders and back
- Regular social activities such as a summer event (Pub in the Park http://pubintheparkuk.com/), Christmas event, Dragon boat racing http://tag-events.com/portfolio/marlow-dragon-boat-festival/, quiz nights, wine tasting, pub nights, family events, BBQs and so much more
- Unlimited hot and cold refreshments throughout the day
- Monthly Fat/Fit Fridays!
- Award winning culture http://www.greatplacetowork.co.uk/best-workplaces/best-workplaces-in-the-uk
- https://www.youtube.com/watch?v=9uFyWObg9zc&feature=youtu.be
- 6 monthly 'Engage' survey to assess staff Happiness levels
- Complimentary fruit & snacks
- 25 days holiday – increasing to 26 days after 1 year, to 27 days after 2 years and to 28 days after 5 years
- Quarterly and annual star performer awards – voted for by your peers and colleagues
- Quarterly company meetings with associated social/team building events
- Workplace pension scheme
- No arduous annual appraisal process – your line manager will hold a 1 to 1 with you quarterly, as a minimum, to review and realign your objectives and your PDP as appropriate
- Free on-site parking, subject to availability
- Long service recognition at 5, 10, 15, 20 years and onwards….