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| **SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE** | |  |
| Position Title: | Specialist, BI Developer |
| Position ID: |  |

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| **Team** | Technology Strategy & Transformation | **Grade** | P3 |
| **Reports To** | Manager, BI Development | **Contract Length** | Permanent |
| **Location [Physically based in]** | Any existing SCI office location | **Time-zone [the time-zone that the role holder must be available to work in]** | Europe, WCA, ESA, MENAEE Time Zones (UTC/GMT + / - 3 hours) |
| **Language(s)** | English | **Positions available** | 1 |

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| **Team and Job Purpose** |
| **Team purpose**  Purpose of the team is to lead on the strategic planning, design and delivery of digital and data technology solutions used across SCA. The team will be key to defining the technology strategy including roadmaps for product developments, ensuring our systems remain fit for purpose, maximising the value they deliver and enabling our organisation to achieve impact for children. Working in partnership with Transformation Delivery, the team will be accountable for planning, design and delivery of digital and data technology solutions to Transformation Delivery projects, SCI Functions and internal IT functions.  **Role purpose**  Working with members of the global TDIT team, the role holder will be responsible for building, implementing, continuously improving, supporting and analysing Business Intelligence (BI) solutions within the organisation. This role will partner with business stakeholders and product owners in order to understand their analytic requirements and implement and maintain BI solutions to meet these needs, utilising best practices. |

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| **Principal Accountabilities** |
| * Collaborate inclusively with global TDIT team members, business stakeholders, and product owners to design and deliver comprehensive Business Intelligence solutions that support organisational goals, ensuring alignment with stakeholder requirements and best practices. * Estimate and deliver tasks to agreed prioritisation and timeframes in alignment with project and change request delivery methodologies * Foster a culture of innovation when creating BI Solutions using ‘proof of concepts’ to demonstrate the new approaches * Analyse and continuously improve BI systems and processes, ensuring they are efficient, robust, and capable of helping the organisation make data-driven decisions. * Collaborate with other IT Teams (e.g. testing, release management, infrastructure, architecture) to assist management in implementing and managing changes to the BI environment * Provide agreed services to business functions (e.g. monthly KPI data to Program Operations team or month end stock reconciliation data to Supply Chain and Finance Teams) * Proactively identify and escalate any technical risks/issues related to BI * Maintain and support existing BI solutions working closely with broader Technology Services teams and in alignment with the organisation's application support ways of working * Collaborate with IT Operations team and take ownership of key elements of BI infrastructure e.g. SQL high availability, performance and tuning, planning and scheduling backups and recovery pans * Maintain accurate technical documentation |

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| **Budget** |
| N/A |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 0  Manager of a team: No  Team Manager (manager of multiple teams): N/A |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: Occasional for workshops  Percentage of required for travel: 5% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)   * Business Product Owners * Business Stakeholders * Transformation Delivery (TD) (PMO, Project Teams, Business Analysis) * Functional Experts (Business and IT) * Other IT teams (specifically, Testing & Release Management, Information Security, Architecture, BI, Operations and Support)   **External**   * Vendors * 3rd Party Support organisations * Save the Children Member Organisations |

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| **Competencies** |
| Cluster: Leading Competency: Delivering Results Level: Accomplished Behavioural Indicator: Establishes clear and compelling objectives with teams and individuals and monitors progress and performance .  Cluster: Leading  Competency: Developing Self and Others Level: Accomplished Behavioural Indicator: Identifies clear development needs and development plans through regular constructive reviews of their own performance (and their team’s where appropriate).  Cluster: Thinking Competency: Innovating and Adapting Level: Accomplished Behavioural Indicator: Openly talks about doing things differently pushing boundaries and ways of working to drive improvements.  Cluster: Thinking Competency: Applying Technical and Professional Expertise Level: Skilled Behavioural Indicator: Consistently applies technical expertise and best practices to their daily work activities, integrating up-to-date knowledge and trends in their work area.  Cluster: Engaging Competency: Communicating with Impact Level: Accomplished Behavioural Indicator: Promotes dialogue with key stakeholders through active listening and effective questioning.  Cluster: Engaging  Competency: Working Effectively with Others Level: Accomplished Behavioural Indicator: Enables people from a wide range of backgrounds and perspectives to contribute to positive outcomes . |

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| **Experience and Skills** |
| **Essential**   1. Experience of working with SQL Server databases, including creating & modifying T-SQL scripts, stored procedures, functions, triggers, writing ad-hoc queries and dynamic SQL 2. Experience of working closely with non-technical staff, demonstrating an ability to translate and negotiate non-technical requirements into a detailed technical specification 3. Good interpersonal, verbal, and written communication skills with a proven ability to explain complex technical ideas and problems clearly to non-experts 4. Self-motivated, enthusiastic, and strong problem-solving skills 5. Cultural awareness and experience of delivering solutions internationally 6. Keen to learn new technologies, especially in BI   **Desirable**   * Experience of working with Microsoft’s BI technology stack SSIS, SSRS and/or SSAS (tabular and multidimensional models), ADF, Azure Databricks * Experience working with BI presentation tools (e.g. Excel, Power Pivot, Power View and Power BI) * Experience working with BI reporting in SharePoint * Experience working with finance systems * Non-profit sector knowledge/experience * Experience of working within an agile project delivery environment and with offshore project team members * Experience working with JIRA |

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| **Education and Qualifications** |
| **Essential**   * Demonstrated skills and experience are more important that formal education and qualifications in this role therefore none are considered essential   **Desirable**   * Degree in appropriate computing or technology related subject * Relevant, technology specific certifications * Appropriate certification in technology methodologies (e.g. agile) * Programming skills in python or R |

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| **Safeguarding** |
| *We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.*  *Level 1:  A basic criminal record background (DBS) check is required/equivalent police record check.*    *Level 2: either the post holder will have access to personal data about children and/or young people as part of their work; or the post holder will be working in a ‘regulated’ position (accountant, barrister, solicitor, legal executive); therefore, a police check will be required (at ‘standard’ level in the UK or equivalent in other countries).* |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Additional job responsibilities** |
| The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
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