

Division: Enterprise Information and Digital Solutions
Reporting to: Manager, Enterprise Information & Analytics
Career Level: Staff
Pay Type: Salaried

Job Overview

The Developer, Business Intelligence (BI) will be responsible for proactively developing reporting structures, and compiling reports based on his or her findings, complete with recommended improvements to – or new requirements for – business processes, operational procedures, and their corresponding reporting structures. The Developer, BI is also responsible for supporting the development of data warehousing and BI applications on the Microsoft SQL Server platform and will provide technical advice to FirstOntario systems stakeholders.

Role

In the role, you will...

- Manage, investigate, and resolve data quality issues in enterprise applications while safeguarding against data loss
- Responsible for data mapping, including facilitating business decisions that may be required to map data
- Guide decision makers in determining where to place specific data while considering business purposes, and how the location of certain data will incur particular risks
- Participate in organizational governance activities, have a solid understanding of the data needs of the business, and are the key implementers and enforcers of data policies, processes, procedures and standards set out by the Business Intelligence Steering Committee
- Take a lead in preventing data quality issues by identifying frequent user errors, and working with business units to strengthen user competence
- Provide recommendations for appropriate methodologies for migration, cleansing, execution management, etc
- Ensure that all types of content are available for informational use within the organization.
- Ensure that information can flow to the necessary departments to maximize productivity
- Maintain the organization’s data bases to ensure that the data is organized and maintained in a manner consistent with the enterprise’s compliance and productivity goals.
- Support in systems design and architecture in business systems applications, Business Intelligence, Reporting, web programming, data extracts, and systems interfaces
- Support change management and production support to specific designated business systems applications and the corresponding data bases
- Collaborate with your partners to gather and analyze business requirements to develop new BI Applications or change current systems to meet the needs of a growing organization
- Support the design and development of integration projects required to incorporate new data sources in to the data warehouse while providing data stewardship and ensuring the integrity of the data model is maintained
- Diligently make changes to the Extract, Transform and Load (ETL) programs as well as maintain the dimensional data models in the enterprise data warehouse system
- Actively be involved with the maintenance and configuration of Data Warehouse infrastructure
- Be responsible for regular deployments of code through the use of Team Foundation Services
- Apply and follow development best practices, standards and Software Development Life Cycle, and repeatable best practices to effectively execute all software development stages
- Keep abreast of all changes in vendor offerings, industry trends and strategic directions for enterprise business intelligence, and share insights with your team members
- Support highly complex technical initiatives including new business systems applications, functional enhancements to existing systems, or complex data-related initiatives
- Contributes to FirstOntario’s quality, financial performance, and service level targets

Job Description – Developer, Business Intelligence

- Be responsible for designing and creating the data warehouse and all related extraction, transformation and load of data functions in the company
- Perform other duties as required

As a team member, you will...

- Maintain and encourage open and honest business relationships within the team and throughout the credit union
- From a distance, make a difference in the lives of our members by helping our team members make members' financial dreams come true
- Actively participate in community events as part of FirstOntario's overall commitment to Corporate Social Responsibility
- Utilize Lean methodology to streamline work processes and realize cost and resource efficiencies
- Consider health & safety as a primary concern for self and others

Required Skills

Within your skills and qualifications, you will...

- Be proud of your post-secondary degree or diploma in the field of computer science or related field
- Bring to the table a minimum of seven (7) years of hands on experience in design and implementations of data warehouse solutions
- Be an expert in a SQL server environment including extensive knowledge in databases, ETL, SSIS and data cleansing
- Be experienced in developing and designing highly complex multi-tier applications using relational databases and multiple software components
- Have worked hard for your recognized industry certifications such as Microsoft SQL Certification
- Experience pushing/pulling data to/from different databases/ sources (SQL, Excel, Access, XML, flat files, JSON, AS400, etc.)
- Be an expert in Microsoft Reporting Services, Analysis Services and Integration Services
- Have additional expertise in web technologies, multidimensional expressions and xml
- Enjoy a challenge when it comes to complex technical issues/analysis and be resourceful in the way you find a solution
- Show off your strong organizational, analytical and problem solving skills with a keen attention to detail in working with business systems
- Be quick to respond to requests for service from all of your clients
- Be flexible and adaptable to changing priorities while keeping your eye on the prize
- Embrace lifelong learning
- Openly share your knowledge with the team so they can grow in the area of Business Intelligence
- Genuinely care about people
- Inherently demonstrate a high level of integrity and be trustworthy
- Be more than approachable with your superior interpersonal skills and communication skills
- Use your courage to take action in difficult and challenging situations and deal with uncertainty
- Do the right things for the right reasons
- Be aware of and mitigate enterprise risk factors and ensure compliance with applicable regulations, legislation and FirstOntario policies and procedures
- Be open to flexible work hours and being part of the on call rotation as required with the rest of the team
- Sincerely show in every aspect of what you do that you are a great employee and dedicated team member of the fastest growing Credit Union in Canada

Accommodations for persons with disabilities are available upon request during the application process.