Senior BI Developer

mencap

About you

You have a passion for all things data, analytics and business intelligence and for delivering great customer experience

"You will get to work with colleagues who are passionate about using technology and data to drive positive change. You have the opportunity to make a real difference to people's lives."

What you will do

- Your core purpose will be to create and manage BI / analytics solutions which turn data into knowledge, enabling Mencap to make better decisions and become an even more information centric, data driven organisation.

- You will create new and improved business intelligence capability and reports including physical and dimensional models;

- Play a key role in the design and development of the Microsoft PowerBI and Fabric platforms for Mencap;

- Develop ETL packages, develop visual prototypes side-by-side with the users; conduct appropriate testing, troubleshooting and assist users to validate their reporting/dashboard output;

- Regularly meet with users and stakeholders to ensure the right data is delivered at the right time in the right format, translating functional requirements into appropriate technical solutions;

- Work closely with the Data Engineers and Architecture & Governance team, maintaining and developing logical and physical data models, and maintaining metadata;

- Be subject matter expert in the BI area, keeping abreast of technology trends but ensuring Mencap's data architecture is pragmatic and driven by organisation needs, not tech trends;

- Share ideas and best practice across the team and the organization for the benefit of the business.

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About you

A passion for turning data into knowledge

" "The right attitude and living our values is really important. You need be willing to learn, grow and change for yourself and for Mencap's future." Adam

What you will bring

To excel in this role, you will be able to

- Approach challenges with an analytical eye and deliver innovative reporting solutions

- Work with 3rd party organisations to deliver a high level of service to users

- Build effective relationships with internal customers and external companies at all levels

- Be a great team player with excellent communication skills

- Take a proactive approach to continuous improvement & innovation

- Effectively prioritise and work to deadlines

- Multitask and deal with conflicting priorities

You will also have a passion for understanding and working with people with a learning disability

If you are a dynamic, enthusiastic BI Developer who wants to make a real difference - we'd love you to apply!

Your experience

- Proven (5+ years) experience as a BI Developer

- Excellent knowledge and understanding of
  - the capabilities of PowerBI, Microsoft Fabric, the DAX language,
  - effective use of different visualisations for different needs,
  - SQL queries, SQL Server Reporting Services, (SSRS),SQL Server Integration Services (SSIS), SQL Server Analysis Services (SSAS).

- In-depth understanding of database management systems, online analytical processing (OLAP) and ETL (Extract, transform, load) framework

- Deep background in data warehouse design (e.g. dimensional modelling) and data mining

- Good understanding of data governance and security concepts and issues

- The following are not required but may be helpful

- Not for Profit/Charity experience

- Experience working within an agile / scrum delivery methodology

- An understanding of infrastructure and networks

Who you can expect to work with

- Numerous teams and colleagues across the organisation
- All teams across IT, Digital and Data
- External partners and People in the wider data and social care sector
- Members of the executive team, and a wide range of senior managers
- People with a learning disability and people we support

▶ **Click here to listen to what our colleagues think**

Mencap's values and how they apply to this role

We are Passionate about making the world a better place

You will be passionate about how you and your team can improve the lives of the people with a learning disability, reflecting always how you and your team can learn and improve

We are Inclusive of everyone

You will be inclusive by making sure that your services support all Mencap colleagues and volunteers. Within your team you will work to make sure all voices are heard and different views listened to

We are Brave we challenge and try new things

You will be brave by encouraging people to have big ideas about what would make their service/team the best place to work and you will test things out and learn from mistakes

We are Positive in our work and with each other

You will be positive in how you work with your team. You will encourage them to share their own ideas and encourage honest and open conversations about what could be better

We are Kind to everyone

You will be kind and considerate in all of your interactions, and will call out any behaviour that is not, so that people feel it is a safe place to work