



About SCW

SCW collaborate with customers and partners across the health and social care system to manage, analyse, and improve performance and enable our customers to achieve the best possible outcomes for their patients and populations.

Job Title	Advanced Data Warehouse Developer		
Band	7	Department	Data Management Services
Reports to	Data Warehouse Architect		

Our purpose

To enable our customers to achieve the best possible outcomes for their patients and populations.

This job helps improve outcomes for patients, service users and populations by:

Contributing to the development of new business intelligence products and services for SCW and its customers.

The Role

Contribute to the technical design, development and maintenance of data management solutions and being accountable for their delivery.

Key Responsibilities

- Working with the projects team to design and implementation data management solutions for SCW and its customers.
- Implementation of solutions under the direction of the Data Warehouse Architect or more senior Data Management Services representative.
- Commit to working and engaging constructively with internal and external stakeholders.

Qualifications and Experience Required	
Demonstrable experience of implementing business intelligence solutions.	Demonstrable knowledge of data warehousing and related expertise.
Demonstrable knowledge of reporting tools and software.	Demonstrable experience of database development using Microsoft SQL Server.
Knowledge of IT infrastructure.	Experience of working in a team environment

Suitable for

An individual who is able to contribute to the development and operational maintenance of a data management solution from initiation to completion. This individual must be able to work independently and take the initiative with understanding the customer requirements, working with stakeholders and developing an end to end technical solution.



Aspirational



Collaborative



Insightful



Patients First



Respectful

PART 1 - JOB DESCRIPTION

JOB PURPOSE

The purpose of the Advanced Data Warehouse role is to contribute to the delivery and maintenance of SCW internal and external customer projects and information systems. This will range from simple reporting projects to full end to end Data Warehouses.

The role will require working on the projects assigned to the team under the direction of the Data Warehouse Architect or relevant lead. It is expected that an Advanced Data Warehouse Developer will work as part of a team utilising development standards and working practices as defined by South, Central and West.

MAIN DUTIES AND RESPONSIBILITIES

1. General

- Contribute to the technical design, development and maintenance of complex Business Intelligence projects and information systems.
- Contribute to the implementation of Business Intelligence projects and information systems.
- Work independently on the development of technical solutions using Microsoft BI tools.
- Understand basic functionalities of any web/form-based application or tool with by means of self-learning via reading guidance documents
- The creation of both technical guidance and processes where systems are developed are contributed to and keep documentation up-to-date where amendments are made
- To be able to effectively gather requirements from customers and stakeholders.
- Enabling skills and knowledge transfer to other team members.
- Advise and influence decisions around infrastructure and security.
- Adhere to coding standards and methodologies within the development teams.
- Work effectively with a variety of external consultancies working on other projects and programmes within other NHS directorates as required.
- Communicate effectively with the project management team about progress.
- Provide and receive complex information. The ability to articulate complex information into a form that can be understood at different levels where relevant.
- Specialist knowledge in Microsoft SQL and other database related technology either acquired from minimum 3 years' experience in a post relevant to this role or professional qualifications relating to the experience required.
- The ability to analyse complex requests and issues, and then translate into a solution or provide expertise in addressing the needs posed by the request/issue(s)
- The ability to plan workload that may involve several complex pieces of work that have parallel timelines.
- The role holder may have the responsibility to manage other individuals and as a minimum mentor more junior members of staff.
- The role holder will need to be able to cope with high pressure situations such as committing to deadlines and/or dealing with performance issues of more junior members of staff.

- Direct responsibility for the operation of multiple information systems that are critical path to our customers and our organisation.
- Research and Development – it is expected that the role holder will undertake authorised R&D to improve the data management service and their own expertise. Contribution to the ongoing development of the Business Intelligence Team as a result of R&D Activities.
- Working autonomously where required. The role holder must be able to work independently of constant guidance during the operation and ongoing maintenance of enterprise class solutions.
- The nature of this role will involve frequent concentration for sustained periods of time which may be frequently interrupted by internal staff and/or mandatory changes in the solution/information system(s) as a result of national policy.
- The role will involve a combination of sitting, standing and walking.
- Exposure to variant office conditions that can involve noise and temperature fluctuations.
- Contribute to the delivery of project plans, allocating tasks as appropriate, identifying risks, issues and dependencies, considering best practice and current options and ultimately making decisions in the best interest of the project.
- Be responsible for the highest standard of work supporting the delivery of projects on time, to quality standards and in a cost-effective manner.
- Understand that the nature of development is iterative and guide the customer through this process being mindful of resource and budget.
- Ensure that the projects maintain business focus, have clear authority and that the context, including risks, are actively managed in alignment with the strategic priorities of NHS.

2. Other

- To carry out other appropriate delegated duties as required by the Manager
- The job description and person specification are an outline of the tasks, responsibilities and outcomes required of the role
- The job description and person specification may be reviewed on an ongoing basis in accordance with the changing needs of the Department and the Organisation

Part 2 – PERSONAL SPECIFICATION

Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

	Assessed by	
	Essential	Desirable
Values & Behaviours		
Patient First – Customer Excellence	A/I	
Aspirational	A/I	
Collaborative	A/I	
Insightful	A/I	
Respectful	A/I	
Education		
Knowledge & Experience		
Data Warehouse development	A/I	
Kimball Data Warehouse methodology	A/I	
Microsoft SQL Server	A/I	
Authentication\Active Directory\ADFS		A/I
Server Infrastructure		A/I
Software development project life cycle	A/I	
Database performance tuning	A/I	
Database administration		A/I
Microsoft SharePoint		A/I
.Net Development		A/I
Web development		A/I
Cloud technologies		A/I
Team Foundation Server		A/I
Skills & Capabilities		
T-SQL	A/I/T	
SQL Server Integration Services	A/I/T	
SQL Server Reporting Services	A/I/T	
SQL Server Analysis Services		A/I
Tableau		A/I
SQL Server 2016+		A/I
C#/VB.Net		A/I

Assessment methods

Application form (A), Interview (I), Testing/assessment (T), Presentation (P)

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Written by	Mark Barnes
Approved by	

Part 3 - GENERAL INFORMATION FOR POST-HOLDER

The post holder must at all times carry out his/her responsibilities with due regard to the organisation's handbook. All staff has a responsibility to participate in the organisation's Appraisal Scheme and to contribute to their own development, and the development of any staff they appraise or are responsible for. Part 1 of the Job Description is not intended to be exhaustive, the duties and responsibilities may therefore vary over time according to the changing needs of the service.

Equality & Diversity

The Organisation is committed to applying the principles of equality and diversity at all times. You are required to be fully conversant with this policy, breaches of which may be considered as gross misconduct.

Confidentiality

In the course of your employment / work with this organisation you may have access to confidential or commercially sensitive information relating to the organisation. You are required to exercise due consideration in the way you use such information especially when the information relates to the general business or individuals who use the services provided. All employees or contractors who have access to such information must not act in any way, which might be damaging to the organisation. If you are in any doubt regarding the use of information in the pursuit of your duties you should seek advice from your manager before communicating such information to any third party.

Data Protection

In accordance with the Data Protection Act 1998 you must not at any time use the personal data held by the organisation other than for the purpose for which it has been collected, nor disclose such data to a third party. If you are in any doubt regarding what you should or should not do in connection with the Data Protection Act then you must contact the Associate Director of ICT.

Health and Safety

Employees must be aware of the responsibility placed on them under the Health and Safety at Work Act (1974) to maintain a healthy and safe working environment for both staff and visitors. Employees also have a duty to maintain awareness of safe practices and assessment of risk.

Financial Regulation

All staff are responsible for security of the organisation's property, avoiding loss or damage and being economical and efficient in the use of resources. Staff should conform with the requirements of the Standing Orders, Standing Financial Instructions and other financial procedures including the Code of Conduct and Accountability and the Fraud and Corruption Policy.

Sustainability

It is the responsibility of all staff to minimise the organisation's environmental impact by recycling wherever possible, switching off lights, computer monitors, **electric heaters are also turned off when not in use and not left unattended**, minimizing water usage and reporting faults promptly. Staff should take note of relevant communications and attend mandatory training when required.