Data Modelling Specialist
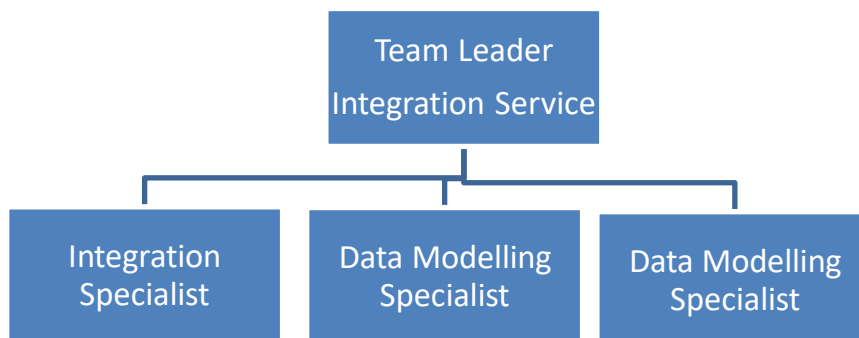
POSITION PROFILE

Division	Corporate Support	**Status**	Permanent Full-Time
Unit	Information Management & Technology Group	**Salary Grade**	Grade 13
Reports to	Team Leader - Integration Services	**Reviewed**	27th August 2020

POSITION PURPOSE

- The Data Modelling Specialist has a strong focus on developing various business insights by designing data models, data cubes, integrations, business Intelligence and data warehouse solutions.

- This role has both a data and analytics component, with a strong focus on data models, data visualisations that translate and deliver solutions, transforming data into insights for the Council.

- This role will be enhancing the Councils data and analytics eco-system and helping in the creation of a strong, trusted and sustainable data foundation and information delivery service.

- You will be Translating complex information systems into easily understood representations of data in data marts and data warehouses by applying data modelling techniques and tools in order to facilitate business performance management and corporate decision making.

- You will lead and manage the administration of databases including installation, configuration, upgrade, monitoring and maintenance to meet the organisation's need for data management and database management systems performance.

STRUCTURE

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        Team Leader
     Integration Service
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Integration   Data Modelling   Data Modelling
Specialist     Specialist        Specialist
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POSITION OUTCOMES AND ACCOUNTABILITIES

Key Functional Responsibility Areas	
Specific duties to satisfy this responsibility	**Performance Measures**
Creation, implementation and maintenance of Guidelines, Processes and Work Instructions.	The relevant Policies, Guidelines, Processes and Work Instructions are kept up to date.
Co-design and maintain the Datawarehouse solution for council.	Work closely with the core management system program stakeholders, Solutions Architects, Data Architects and subject matters experts on all areas of data insights.
Architect data solutions and reporting insights for council	Analysing business processes to drive business process improvements; identifying alternative solutions, assessing feasibility, and recommending new approaches.
Provide specialist technical advice and quality assurance reviews of logic, design, code and documentation for projects impacting on the data warehouse to ensure data warehousing services, project deliverables and associated artefacts meet required standards and align with change management processes.	Developing implementation plans for complex requests for change, and leading the assessment, analysis, development, documentation and implementation of changes based on those requests
Lead the development, implementation and maintenance of an ETL approach to data migration, data mart formation and data warehouse population and ensure data transformation rules keep the data clean and consistent and therefore usable by the user community.	Configure, develop and administer ETL (ODI), SSIS, SQLScript, Middleware Integration Platforms (such as Mulesoft, Dell boomi and DBAmp) between ERP systems (Technology One), and CRM systems, Data Warehouses and Data Marts
Manage the analysis and resolution of identified data quality issues to meet the data quality standards established by the Data Stewardship Working Group.	Data quality standards are established and maintained.

SELECTION CRITERIA / SUCCESS PROFILE

Qualifications, Certificates or Licences	Essential	• Tertiary qualifications in a technology related discipline • Demonstrated experience working as a Database administrator, database developer and Reporting Analyst • Certified DBA in one or more - Oracle, MySQL, DB2 or SQL Server
	Desirable	• Certifiable knowledgeable of Next Generation Data Paradigms highly beneficial – Big Data/Hadoop, NoSQL • Demonstrated experience working in a project delivery context
Experience or skills	Essential	• Expert knowledge of data warehousing concepts, terminology, and architectures (Inmon and/or Kimball) and achievement in creating data warehouse architectures including clustering and database mirroring • Strong previous development skills with ETL, ODI, and SQL Development • Strong technical skills on Microsoft BI stack (MS PowerBI): SQL, SSIS, SSRS and SSAS (tubular model) • Proficient with TSQL, writing store procedures, views and functions • Successful development and execution of advanced analysis such as cluster segmentation and propensity modelling • Experience in working with large volumes and complexity of data, and cleansing where needed • Proven experience with the data and analytics governance
	Desirable	• Experience with Machine Learning • Exposure to Big Data - Scala Spark, Kafka, Redshift • Experience with R, Python or Scala is Desirable • Extremely passionate about solving problems • Experience writing Algorithms • Demonstrated analytical, conceptual, problem solving, risk management and decision making skills

CORE CAPABILITIES

Attributes	• **Decision making**: Achieving desired outcomes by evaluating and identifying options, and involving others in decisions affecting them. • **Goals oriented:** Works to achieve self-set goals, taking on challenging tasks when necessary in order to achieve them • **Critical thinking**: Critically examine work and activities, considering alternative points of view and approaching an issue as it relates to different stakeholders. • **Communication skills**: able to articulate complex and technical matters in simple terms. • **People skills**: empowers others to think for themselves, able to approach and attempt to resolve disputes in a constructive way and able to provide positive and constructive feedback when necessary.

	• **Team focused**: Willing to be mentored, and to share skills, experience and knowledge via formal and informal collaboration with colleagues

OUR VALUES

Behaviours	• **Collaborate** – We are a united team. We work together to deliver great outcomes for our community • **Achieve**- We have a can-do attitude and deliver on our commitments. We pursue excellence and believe in making a positive contribution to our community • **Respect** – We communicate openly, act with integrity and are inclusive • **Evolve** – We look for opportunities and embrace change, championing new ideas, and celebrating solutions.

CORPORATE OBLIGATIONS

Employees	No direct reports.
Delegations	Authority to operate within the Delegations attached to the position
Risk Management	Managing work practices to mitigate all identified risks, identifying and reporting additional risk and threats and assist in devising strategies to mitigate these risks.
Financial Management	Managing budgets and expenditure, undertaking relevant checks and applying rules, regulation, process and procedures in dealing with financial matters
Workplace Health and Safety	Comply and co-operate with WHS policies, procedures, instructions and safe systems of work.
Code of Conduct	All employees are responsible for adhering to Council's Code of Conduct and the policies and procedures that support it
Workplace Behaviour & EEO	All activities must comply with Council's Workplace Behaviour Guidelines.
Enterprise Content Management	Comply with Council's Enterprise Content Management Determination and associated guidelines including creation of appropriate records in Council's records management system and proper custodianship of records to ensure against loss, removal or destruction.
Continuous Improvement	Identify obsolete and inefficient practices and recommend changes where appropriate.
Customer Focus	Championing an exceptional customer experience, and evaluating customer satisfaction in order to continually improve service delivery.
Procurement	Activities are conducted in accordance with the Purchasing Policy and Procedures to provide transparency and cost effectiveness in procurement.

SPECIFIC CONDITIONS OF EMPLOYMENT

- 35 hours per week, 19 day month
- Monday – Friday