Job Description

1. Job Details

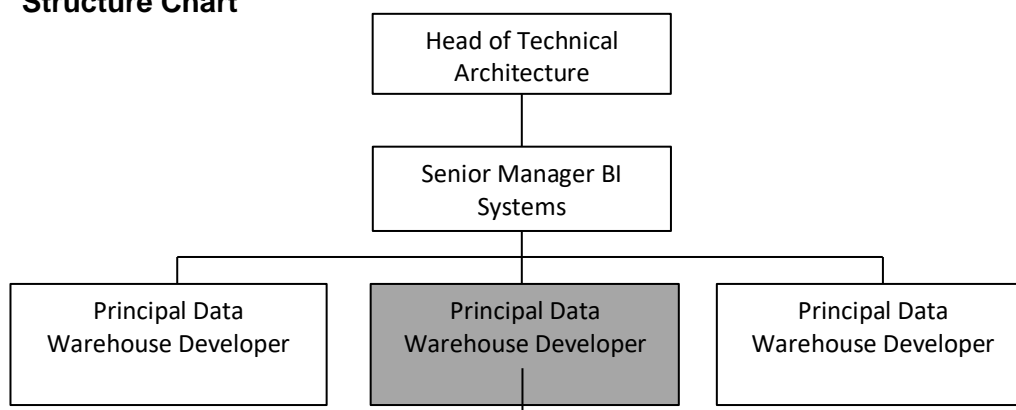|	
Job Title:	Principal Data Warehouse Developer
Band:	AFC Band 7
JE Reference:	880-359
Team:	BI Systems – Data & Systems
Location:	Cardinal Square, Derby/ Other AGEM Locations
Responsible to:	Senior Manager Data Solutions

2. Job Purpose

To support the Data Management Leads of the BI Systems team whose purpose is to manage all aspects of processing datasets for Arden and GEM customers. To be responsible for the technical design, development and support of the DSCRO/ Data Management service and associated technologies, tools and solutions to deliver an effective service to Arden and GEM customers.

To ensure data flows are designed and developed in accordance with specifications describing customer and internal requirements. Maintain high levels of quality through management of an assurance process working closely with other members of the team and Dataset Leads.

To support the Data Management Leads in the strategic planning of current and future technological solutions to ensure optimal performance, researching and reviewing recognised best practice and upcoming technological enhancements. To manage and provide expert advice and support to internal teams and external clients including prioritising work plans, making best use of available resource and embedding quality throughout the service.

3. **Structure Chart**

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                    ┌─────────────────────┐
                    │ Head of Technical   │
                    │    Architecture     │
                    └──────────┬──────────┘
                               │
                    ┌──────────┴──────────┐
                    │ Senior Manager BI   │
                    │      Systems        │
                    └──────────┬──────────┘
          ┌────────────────────┼────────────────────┐
┌─────────┴─────────┐ ┌────────┴──────────┐ ┌────────┴──────────┐
│  Principal Data   │ │  Principal Data   │ │  Principal Data   │
│ Warehouse Developer│ │ Warehouse Developer│ │ Warehouse Developer│
└───────────────────┘ └───────────────────┘ └───────────────────┘
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4. **Core Duties and Responsibilities (Key Result Areas)**

- To be the principal developer for the BI Systems team designing and building advanced data processing solutions.

- To design, develop and implement large scale data warehouse solutions using different types of data streams.

- To support the BI Systems team into future planning of the data warehouse system for example by ensuring that system procurements, migrations and upgrades are not considered without due considerations taking place.

- To support and develop resilience and business continuity plans for database upgrades.

- To produce clear documentation on all developments.

- To read and understand complex technical specification material so that these can be further developed into data specifications for developers.

- To evaluate new products and technologies and consider their usage as solutions within the development work program.

- To support the Data Management Leads by converting business requirements into system specifications and design, by a process of business analysis

- To work in matrix management with the other teams in the CSU to ensure that technologies integrate and that data is delivered in a usable and timely manner.

- To continually strive to improve the effectiveness, performance, ease of access and understanding of existing information systems, incorporating a mix of leading edge and legacy systems.

- To provide support on established products to end-users and provide technical advice and training to all users where required.
- To ensure that all products are thoroughly tested before final release to the end user.

- To design and produce documentation of developed systems both in terms of user manuals and formal schema.

- To provide effective training, knowledge transfer and support, to other team members and wider AGEM colleagues.

- The post holder is required to comply with and actively promote the Organisation's equal opportunities policy.

- Other ad-hoc duties required to meet the needs of the service.

- Responsible for maintaining confidentiality and discretion at all times with business sensitive information.

The job description and person specification are an outline of the tasks, responsibilities and outcomes required of the role. The job holder will carry out any other duties as may reasonably be required by their line manager.

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.

5. Effort and Environment

Emotional Effort
- Giving unwelcome news to customers or staff
- Dealing with difficult situations

Physical Effort
- Working with technical equipment
- Responsible for installation and maintenance of equipment when needed
- Advanced keyboard use for inputting and manipulating data

Mental Effort
- Analyse statistics, carry out calculations and prepare detailed reports
- Check documents and carry out fault finding
- Attend team meetings, supplier meetings, directorate wide updates

Working Conditions
- Use of VDU (more or less continuously)
- Frequent travel to internal, external, NHS and non-NHS Stakeholders

6. Supplementary Duties & Responsibilities

Mobility
Employees may be required to work at any of the other sites within the organisation subject to consultation. The organisation is in a period of rapid change due to developments and rationalisation of services. This will lead to modification of structures and job descriptions. The post holder will be expected to co-operate with changes subject to consultation, at any time throughout the duration of your contract.
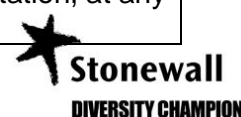
Health and Safety

Employees have a legal responsibility not to endanger themselves, fellow employees and others by their individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued in respect of minimising the risk of injury or disease.

Safeguarding

All employees have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). They must be aware of local child and adult protection procedures and who to contact within the CSU for further advice. All employees are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

Data Protection and Confidentiality

All employees are subject to the requirements of the Data Protection Act 2018 and must maintain strict confidentiality in respect of patient, client and staff records.

Smoking and Health

The organisation has a no smoking policy throughout its premises, including buildings and grounds.

Equality and Diversity

The organisation is committed to promoting equal opportunities to achieve equity of access, experience and outcomes and to recognising and valuing people's differences. This applies to all activities as a service provider and as an employer

Information Management and Technology (IM&T)

All staff are expected to utilise the relevant national and local IM&T systems necessary to undertake their role.

Flexible Working

The organisation is committed to offering flexible, modern employment practices, which recognise that all staff need to strike a sensible balance between home and work life. All requests to work flexibly will be considered.

Clinical Supervision

It is mandatory for all professionally qualified staff and clinical support staff to actively participate in clinical supervision as an integral part of their professional development for a minimum of four sessions per year. Clinical Supervision will be monitored via an annual Performance and Development Review (PDR).

Reasonable Adjustments

The organisation is seeking to promote the employment of disabled people and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

Arden&GEM
Health and social care systems support

Post Title:	Principal Data Warehouse Developer	Team: Data Warehousing/DBA	
Band:	AFC Band 7	Base: Derby	
Criteria	**Essential**	**Desirable**	**Stage Measured at: A – Application I – Interview T – Test**
Education / Training / Qualifications	Professional qualification at degree level in an information related discipline or equivalent experience. Evidence of continued professional development.	Post graduate qualification Prince 2 qualified Cloud certification	A A A
Experience	Proven experience in the provision of data management systems Significant experience in design and modelling of complex NHS data and systems Expert Knowledge of industry systems/technologies supporting Data Management/Business Intelligence Significant experience and training in Microsoft SQL Server, SSIS, SSAS, ADF, Azure Synapse Analytics and Cloud technologies. Experience of developing large scale enterprise DW Solutions utilising the Microsoft BI stack Experience of working in a pressured and complex environment requiring prioritisation and negotiation of delivery timescales	Experience in designing database architecture in a complex NHS environment Experience of designing solutions within Architectural capacity within a formal and structured environment utilising version control Experience in delivery of the responsibilities described in the JD	A/I A/I A/I A/I A/I A/I

MINDFUL EMPLOYER

POSITIVE ABOUT DISABLED PEOPLE

Stonewall
DIVERSITY CHAMPION

Skills / Abilities	Specialist analytical skills to interpret complex data specifications	Development skills in various other programming languages that allows automation	A/I
	Effective interpersonal and influencing skills and the ability to interpret and communicate complex information to staff with varying technical knowledge		A/I
	Aptitude to design technical solutions that will deliver the long-term strategy of the organisation		A/I
	Logical approach to problem solving		A/I
	Uses innovation to deliver solutions		
	Proven abilities in scripting (e.g. PowerShell, C#, VB, SQL)		A/I
	Commitment to team-working and pragmatic approach to deal with extremely complex situations		A/I
			A/I
Knowledge	Specialist knowledge of enterprise level database software		A/I
	High level of knowledge of Cloud based technologies.		A/I
	Expert knowledge of data manipulation tools and techniques such as Data Factory / SSIS		A/I
	Knowledge and experience of implementing information reporting flows between systems and organisations		A/I
	Highly proficient in the use of SQL to manipulate and transform large and complex relational datasets		A/I
	Knowledge of information governance standards for data security and confidentiality		A/I

Knowledge	Working knowledge of market leading technologies that support Data Management.		A/I
	In-depth knowledge of NHS data dictionary, Commissioning datasets NHS Information Systems (e.g. SUS)		A/I
Interpersonal Skills	Well-developed communication skills, (verbal and written). Able to understand, make recommendations on, and convey information on projects to senior stakeholders, both internal and external (including outside the NHS).		A/I
	Good presentational skills for conveying complex concepts.		A/I
	Ability to build co-operative relationships.		A/I
Special Aptitudes	Awareness of equality and valuing diversity principles		A/I
	Understanding of Confidentiality and Data Protection Act		A/I
Mobility	Car driver / owner or reasonable alternative		A/I

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