



JOB & PERSON SPECIFICATION

PoName		Job Title	Power BI Developer
Function Management	Head of DS&T	Line Management	Head of DS&T
Department	Digital Solutions & Technology		
People Management	N/A		
Role Summary			
Responsible leveraging Microsoft’s Power BI to generate, operate, and maintain business intelligence (BI) applications. Provide actionable insights to the organisation by creating coherent and useful reports from raw data. Collaborate with cross-functional teams, contribute to BI strategy, and ensure effective deployment pipelines and data warehousing solutions.			
Work Environment			
Office based, Sitting, Computer use, Lifting			
Responsibilities			
BI Strategy and Planning - Engage with business stakeholders, data analysts, and other teams to understand organisational goals, challenges and BI requirements. - Participate in defining the overall BI strategy, including long-term vision, objectives, and key performance indicators (KPIs). - Identify opportunities for BI enhancements, process improvements, and data-driven decision-making.			
Strategic Planning - Design and develop data models ensuring optimal performance, scalability and adherence to best practices. - Work closely with data engineers to integrate data from various sources (both structured and unstructured) into the BI environment. - Implement security measures and ensure compliance with data privacy regulations. - Optimise query performance, data refresh schedules and report rendering.			
Tactical Planning and Implementation - Create interactive and visually appealing Power BI reports and dashboards. - Write complex Data Analysis Expressions (DAX) calculations to derive meaningful insights. - Transform raw data into usable formats, ensuring data quality and consistency. - Set up and manage deployment pipelines for Power BI reports, ensuring seamless updates and version control. - Configure automated data refresh schedules to keep reports up-to-date. - Collaborate with ETL developers, database administrators, and other technical teams to align BI solutions with overall architecture.			
Data Warehousing and Data Lakes - Contribute to the design and maintenance of data warehouses, ensuring efficient storage and retrieval. - Work with data lakes (such as Azure Data Lake Storage) to ingest and process large volumes of data. - Understand ETL (Extract, Transform, Load) processes and their impact on BI solutions. - Implement data governance practices within the data warehouse and data lake environments.			

General

- Participate in cross-functional teams to provide insights and recommendations for data-related initiatives.
- Participate in training and development opportunities to enhance technical skills and domain knowledge.
- Demonstration of safe approach in working practises.
- Encouragement of attention to safety.
- Responsible for ensuring professional development is maintained and identified competency requirements are undertaken in a timely manner.
- Adherence to the company integrated management system.
- Compliance with quality assurance, health and safety and environmental policies.
- Demonstrate and promote PD&MS QHSE principles and lead by example.
- Ensure unsafe activities are challenged.
- Adherence to the requirements of the best practice standards recommendations and processes in the undertaking of duties.
- Demonstrate and promote PD&MS values and lead by example.

Authorities

- N/A

Skills & Attributes

- Willingness to collaborate
- Team working
- Customer and quality focused
- Ability to use own initiative
- Good organisational, time management skills, interpersonal and customer care skills
- Excellent communication
- Ability to work effectively in cross-functional teams.
- Responsive to business and client needs
- Logical thinker and excellent problem solver with strong analytical skills
- Maintains awareness of the latest technology
- High level of accuracy
- Professional conduct

Competency Standards	M / P	Y / N / CE	Details
Degree qualified in a relevant subject	M		
Masters degree in relevant discipline	P		
Demonstrable experience in data preparation, data warehousing and BI projects	M		
Demonstrable experience with Microsoft BI stack, including Power BI, SSAS, SSRS and SSIS	M		
Knowledge of other BI tools such as Tableau or SAP	P		
Demonstrable experience in creating clear and concise requirement documents, user stories and process flows	P		
Knowledge of scripting languages and SQL server	P		
Excellent written and spoken English	M		
M – Mandatory	P – Preferred	CE – Competency Evaluation	