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| **Role Purpose:** | |
| Responsible for designing, developing, and implementing business intelligence solutions that drive data-driven decision-making across the business. Works closely with stakeholders to understand their data needs and translate them into technical requirements.  Works closely with the Insights and Reporting teams providing technical leadership and guidance to increase capability, skills and knowledge of the BI platform, as well as optimising performance. | |
| **Tier Impact Statement:** | |
| A technical role focused on delivering operational performance aligned to organisational strategy within the service. This role is about driving change and service excellence, addressing failures and root cause analysis to strive for constant improvement, whilst using specialist knowledge of the service to identify future developments to enhance departmental performance. | |
| **Key Accountabilities:** | |
| * Design and develop business intelligence solutions. * Ability to translate the data strategy into a future-proof BI architecture. * Support the wider team in gather and understand data requirements. * Responsible for the configuration of the BI platform. * Design and implementation of the security model for Power BI. * Ensure data quality and integrity. * Optimize performance of BI solutions. * Embed best practice across all BI architecture. * Work closely with the Data team on the development of data models. * Provide technical guidance and support to team members. * Stay updated with the latest BI technologies and trends. * Work with the Head of Data, Insights and Reporting making recommendation on keeping the BI platform and architecture future ready and delivering value and benefit to the business. * Design, embed and document BI policies and processes. * Troubleshoot and resolve BI-related issues. * Train and mentor BI team members. * Collaborate with business teams to adopt BI solutions. * Develop and enforce BI best practices and standards. * Support the Head of Insights, Data and Reporting in developing and implementing PA Housing's data strategy. * Helping to drive a data driven culture and improve the data literacy across all areas of the business. | |
| **Qualifications:** | |
| * Good standard of general education (degree-level in related field desirable) * 5+ yrs of experience in BI and analytics (associated certifications desirable) | |
| **Attitude, Knowledge, Skills, and Experience:** | |
| **Essential:**   * Strong knowledge Power BI and the wider Power Platform, including Power Apps * Previous experience of implementing and configuring Power BI * Strong knowledge of BI best practice * Knowledge of Azure and cloud-based solutions * Previous experience of implementing best practice and improving ways of working to improve efficiency, delivery and quality of output is essential * Proficiency in SQL * Strong data modeling skills * An understanding of Data Science and Analytics * Excellent problem-solving and analytical skills * Strong communication and interpersonal skills * Ability to work independently and as part of a team * Knowledge of data governance and data quality best practices * Attention to detail and commitment to accuracy * Advocates and supports Agile development methodologies * Experience with DevOps or similar * Strong Knowledge of Development Lifecycle * Advocates and supports Agile development methodologies.   **Desirable:**   * A background in housing | |
| **Core Criteria:** | |
| **Solving Problems** | Situations requiring some degree of evaluative judgement and innovate thinking to analyse, evaluate and arrive at conclusions. |
| **Communication & Influencing People** | Interaction with others is critical to the job or role and is concerned with influencing and changing behaviour. It involves inspiration, motivation, the development of others. Builds and manages effective relationships within the Data, Insights and reporting team, as well as all key stakeholders. |
| **Adapting Approaches** | Embraces change listens to feedback and compromises as needed.  Adapts approach in line with changing business and regulatory environment to maintain service performance and perception |
| **Delivering Results** | Drives own performance, as well as directly influencing the performance of the Reporting and Insights team, to deliver results to the business in-line with the corporate strategy. |
| **Financial responsibility** | An awareness of cost and impact. |
| **People Interaction** | **Direct:** PA Housing colleagues at all levels  **Indirect:** Customers, suppliers, contractors |