Genus Job Description

Job Title	Business Intelligence Development Team Lead	Job Family	Information Technology
Job Code		Job Grade	M1

Summary

Support a team of Business Intelligence (BI) developer resources to deliver identified priorities, assignments, and achieve performance goals. Including delivery of robust, creative and high-quality fit for purpose solutions, in such areas as but not limited to; ETL Processes, automated data quality gates with alerting, development of data storage and reporting structures (working closely with Data Architecture resources) both in database & semantic layer structures and development of standard reports. Support both Change and BAU delivery, including assistance for triage and resolution of issues. Responsible for the creation, maintenance and enforcement of development standards, including holding development resource accountable for failures in adherence.

Accountable for identifying and, once chosen, implementing new technologies to support the advancement of Business Intelligence in Genus at all levels of the technology stack, including the development lifecycle. Where required acting as an ambassador for the team, through interactions in support of key stakeholders in IT and other internal and external Genus customer groups.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

1. Sets priorities for the team to ensure task completion; coordinates work activities with other supervisors
2. Decisions are guided by policies, procedures and business plan; receives guidance and oversight from Manager
3. Supervises the daily activities of business or technical support or production team
4. Has formal supervisory responsibilities; sets priorities for and coaches employees to meet daily deadlines
5. Requires understanding and application of procedures and concepts within own discipline and basic knowledge of other disciplines
6. Uses judgment to identify and resolve day-to-day technical and operational problems
7. Uses tact and diplomacy to exchange information and handle sensitive issues

Genus Core Behaviours / Competencies

Customer impact: builds strong, profitable, sustainable customer relationships, anticipating and exceeding customer expectations to increase demand for services and products in order to build loyalty.

Managing external environment: anticipates and responds quickly to environmental changes for the benefit of the business and customers, through strong external networks and deep understanding of the markets.

Execution Orientation: Drives to set ever higher standards and achieve results through determination, resilience and commitment. Develops solutions to enhance the service offering and drive continuous improvement.

Setting Direction: develops simple, deliverable plans based on pragmatic new thinking, ideas or concepts. Assesses accurately commercial risk and return.

Change management: Champions, leads, support or embeds change to improve things. Communicates well and helps others by overcoming barriers.

Analysis and Decision Making: Analyses opportunities and problems thoughtfully and thoroughly to make good and timely decisions.

Team Mobilisation: builds high performing diverse teams, investing resources effectively. Recruits, develops, motivates and retains talent by setting stretching goals and developing capability of self, team and organisation.

Collaboration: 'One team' approach – gains commitment to strategic vision and goals. Builds and maintains networks and relationships, sharing knowledge and experience, delivering on commitments.

Essential Functions include the following. Other duties may be assigned. (Include NO more than 10 functions)	**% of Position**
Provide information to support change request evaluation, option identification and estimations during BI business area pipeline evaluation meetings and support the capture outcomes from those meetings for communication during steering groups.	**15%**
Deliver individual projects and manage a team of Developers (Perm, Contract and Outsource) working closely with business SME's to transform business requirements into functional fit for purpose outputs. Working with Data Architecture to design and document designs as part of the development lifecycle.	**40%**
Support and own the creation and maintenance of project plans, either through Project Manager for larger projects or within the team for smaller changes, taking responsibility to ensure they are robust and supporting delivery of status update reports to key project stakeholders	**15%**
Document, maintain and enforce adherence of development standards across all development tools. Continue the introduction of source control across tools and databases and working in partnership with Data Architecture to deliver BI (supporting Genus) data dictionary and centrally maintained subject area models.	**10%**
Manage and Support BI Production Systems (e.g. Cognos Controller and IBM Planning Analytics) keeping them consistently operational and stabilized through members of your team in partnership with BAU team.	**5%**
Perform employee performance goal setting, and drive momentum during monthly and yearly reviews of the goals.	**5%**
Champion the culture of BI with the Genus organization.	100%

100%

Requirements

Travel	3 – 4 times a year to either in-country offices or internationally
Education	
Licenses/Certifications	
Experience	- Proven track record in a similar role for 4+ years - Proven technical Skills with hands on experience of development in; - Microsoft SQL Server (TSQL including strong performance tuning skills), - Microsoft Development Tools (e.g. SSIS), - Development of Reporting layers (ideally on Power BI) and - Ideally experience of working in Microsoft Azure and accompanying tools sets. - Use of Azure Dev Ops to manage work and support Pipelines - Highly organized with strong interpersonal and team management skills - Experience of working in a global organization with geographically dispersed team members and users. - Good working knowledge of Agile and Waterfall project management styles. - Knowledge of application of Data Warehouse and Business Intelligence methodologies with a good working knowledge of the BI Development Life Cycle - Experience of creation and submission of key communications and making these relevant to specific target audiences. - Broad business knowledge in Data Management, Business Intelligence and if possible, Analysis Development - Good general knowledge of current and future IT technology, ideally around Microsoft Azure and Power BI. Ability to apply this knowledge and propose appropriate solutions for Genus.
Other	

The above position description is intended to describe the general content, identify the essential functions of, and requirements for the performance of this position. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements.