

# Role Profile for Database Developer

**Job Title**                      **Database Developer**

**Reports to**                      IT Development Manager

**General scope of post**                      The Database Developer is responsible for building and running the Trust's data and analytics platform (QlikView). The role will be responsible for designing and building a Trust-wide data universe, integrating multiple data sources throughout the Trust to enable data analysis. The role will work closely with our Data Performance officer to ensure that Trust data is available, and, in a format, which can be analyzed and used to aid business decisions. The role will also perform as the Trust's technical lead on data migration projects, ensuring that data driven systems can be upgraded or migrated seamlessly. The role will provide technical support and expertise in relation to our data architecture and work with others in the Trust to develop and maintain a Trust-wide data model, ontology and taxonomy for our various data assets, ensuring that data quality throughout the Trust is improved and maintained.

The Trust has embarked on a major business change programme improving its systems and processes which will allow for improved quality of data and management information. This role is new to the Trust and the individual will be expected to be a self-starter who will help lead the direction of these activities.

- Key Accountabilities**
- Responsible for designing, building and maintaining a Trust wide data universe and analytics platform (QlikView).
  - Responsible for building and maintaining a series of operational and financial data cubes that will make up our data universe.
  - Develop a series of ETL routines to help manage and migrate our data.
  - Gain a full understanding of database structures, tables, fields and upstream interfaces and be able to understand how these interrelate.
  - Gain a full understanding of our operational and financial metrics; understand their definitions and their data sources.
  - Enable Data Analysts to query data quickly and efficiently via QlikView and Excel.
  - Continually maintain and govern source control code.
  - Own, develop, and update the existing data dictionary and enforce its usage across the Trust.
  - Set up data availability SLAs and ensure they are met.
  - Identify opportunities to improve reporting or the efficiency of data extraction and implement the changes effectively.
  - Perform ad-hoc reporting, building custom scripts or code as necessary in order to respond to requests in a timely manner.
  - Take a proactive approach and preventative measures to reoccurring support issues and managing and solving problem management issues.
  - Responsible for business relationships, data query performance, and the identification and delivery of new and existing data services to meet the business users known and emerging needs.
  - Responsible for the backup, resilience, BCP and DR of our data universe and platform.
  - Develop test plans and scripts and support system, integration and User Acceptance Testing.
  - Liaise with the IT Service Desk, trainers and super users on new work and feedback from users.
  - Work closely with suppliers or contract staff, if necessary as part of joint development or project teams.
  - Ensure Information Governance policies and procedures are followed and where

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applicable.

- Provide assistance, administration and communication to all data/analytics platform users as directed.
- Attend meetings, seminars, conferences, etc., outside of business operating hours as and when required by the Company.
- To undertake any other tasks compatible with the role as directed by the Head of IT or IT Application Manager.

Number of  
Direct Report

None

Financial  
Responsibility

None

Knowledge,  
skills &  
Abilities

- Proven and demonstrable experience in developing and building data platforms and data cubes.
- Demonstrable experience of extracting and blending data using SSIS, SSRS and SQL queries.
- Expert in SQL/T-SQL, writing queries, triggers, stored procedures, views.
- Experience of working in a multi-disciplinary team.
- Experience of planning and prioritising own workload, the workload of others and working on own initiative.
- Experience of working in an operational IT environment
- Experience of troubleshooting, researching, and resolving complex computer system problems.
- Experience of being technical lead for large scale data migration projects and data system upgrades.
- Experience of building and maintaining complex data migration routines using ETL between applications.
- Strong hands-on technical knowledge and skills with regards to data systems.
- Deep understanding of SQL, SSIS, SSRS etc.
- Knowledge of BI tools.
- Knowledge of database management and administration.
- Knowledge of data model design, data dictionaries and data linages.
- Knowledge of code deployment processes, continuous integration and testing.
- Agile project management
- Possess a strong business and customer/client focus.

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## Person Specification

ESSENTIAL	DESIRABLE
<p><u>Qualifications:</u></p> <ul style="list-style-type: none"> <li>• 5 GCSEs at C grade or above, including Maths and English</li> <li>• IT-related qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Degree in IT or related field</li> </ul>
<p><u>Experience:</u></p> <ul style="list-style-type: none"> <li>• Proven and demonstrable experience in developing and building data platforms and data cubes.</li> <li>• Demonstrable experience of extracting and blending data using SSIS, SSRS and SQL queries.</li> <li>• Expert in SQL/T-SQL, writing queries, triggers, stored procedures, views.</li> <li>• Experience of working in a multi-disciplinary team.</li> <li>• Experience of planning and prioritising own workload, the workload of others and working on own initiative.</li> <li>• Experience of working in an operational IT environment</li> <li>• Experience of troubleshooting, researching, and resolving complex computer system problems.</li> <li>• Experience of being technical lead for large scale data migration projects and data system upgrades.</li> <li>• Experience of building and maintaining complex data migration routines using ETL between applications.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in IT operations, ideally with a PMO setup.</li> <li>• Managing enterprise-wide data systems.</li> <li>• Deployment and development of data warehouses.</li> <li>• Experience of using QlikView.</li> <li>• Experience of developing and building ETL routines using MuleESB, Talend or Pentaho (Kettle).</li> <li>• Experience of extracting data from Cloud based systems e.g. automated recruitment tracker systems.</li> </ul>
<p><u>Skills:</u></p> <ul style="list-style-type: none"> <li>• Strong hands-on technical knowledge and skills with regards to data systems.</li> <li>• Deep understanding of SQL, SSIS, SSRS etc.</li> <li>• Knowledge of BI tools.</li> <li>• Knowledge of database management and administration.</li> <li>• Knowledge of data model design, data dictionaries and data lineages.</li> <li>• Knowledge of code deployment processes, continuous integration and testing.</li> <li>• Agile project management</li> <li>• Possess a strong business and customer/client focus.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of and ability to work to standards such as Information Technology Infrastructure Library (ITIL).</li> <li>• Knowledge of cloud-based technologies including SaaS and IaaS.</li> <li>• Knowledge of Care related applications including ColdHarbour a distinct advantage.</li> <li>• Software development skills including C#, ASP.net, or Java would be highly advantages</li> </ul>

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<p><u>Interpersonal Skills:</u></p> <ul style="list-style-type: none"> <li>• Good communication skills</li> <li>• Proven ability to empathise with customers and respond sympathetically to circumstances.</li> <li>• Able to work to deadlines in a time sensitive environment</li> <li>• Able to prioritise and manage own workload</li> <li>• Ability to manage a varied workload, through effective time management</li> <li>• Able to demonstrate initiative</li> <li>• Able to work independently</li> <li>• Commitment to providing consistently high quality services to IT users.</li> <li>• Demonstrates enthusiasm for delivery of quality IT services</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to IT as an enabler for organisations to achieve their operational objectives.</li> <li>• Is interested in how the innovative application of technology can benefit the organisation.</li> <li>• Customer services experience</li> </ul>
<p><u>Team Skills:</u></p> <ul style="list-style-type: none"> <li>• Able to form effective working relationships</li> <li>• Able to communicate technical issues to both technical and non-technical colleagues</li> <li>• Ability to work well within a team</li> </ul>	
<p><u>Job Requirements:</u></p> <ul style="list-style-type: none"> <li>• Full driving license and access to a vehicle to use for business travel</li> <li>• Occasional nights away</li> <li>• Willing to work reasonable additional hours as required, occasionally out of hours</li> <li>• Willing to attend homes / meetings / training courses as required.</li> </ul>	