

BI Developer Lead

Remuneration:	market-related
Location:	Johannesburg
Job level:	Senior
Type:	Permanent
Company:	Ad Talent Africa

Who are we: An esteemed global leader in the hospitality sector.

Who are we looking for: Business intelligence developer lead

What will you do:

- You will be responsible for leading the BI development team in translating business needs to technical specifications; design, build and deploy BI solutions.
- Conducting analyses and provide meaningful analytics and insights, integrating data from various internal and external platforms and provide business intelligence to enable effective decision-making across the multiple functions in the organisation
- The role will work closely with the business segments, IT and other stakeholders and will support the project team in making recommendations on improving processes, efficiency and business practices
- Provide input into the relevant frameworks, models and practices within the BI Development space
- Collaborate with business operations and conduct business analyses and scope, track and prioritise individual business requirements
- Identify and advise on suitable metrics to provide the business with relevant business intelligence
- Lead the analysis and planning activities within the development space including online testing of business data collected from the data warehouse and various business systems
- Lead risk and quality management by writing test plans, managing the execution of testing and making recommendations
- Present on dashboards and reporting solutions and advise on ways to enhance these analytics to further support business
- Extract and analyse data, identifying trends in systems and applications and provide insights aimed at driving business performance
- Design and develop solutions that will provide business intelligence for improvement of business processes and growth within the business operations currently and predict future forecasts
- Create and apply data management solutions that are relevant and provide information for the business to ensure the data adds value to the operations and that the business remains relevant and competitive.
- Design and build a single view of the customer across all activities, spend, demographics and behaviours
- Apply data management governance to ensure absolute accuracy and quality of analytics and information produced
- Report on key metrics, analysing and interpreting trends and providing actionable insights based on available analytics data
- Develop and present business intelligence reports and draft recommendations for consideration across the multiple functions within the business
- Submit data-sets and related reports to the various stakeholders on a regular and ad-hoc basis
- Research and keep up to date with relevant data visualisation and BI platforms, dashboards and channels and remain updated with policies and procedures and leading practice

- Support the execution of any recommended changes and solutions developed
- Educate team, properties and other internal stakeholders on the detailed analyses and the importance of data interpretations and its impact on business performance with advice on performance optimisation
- Supervise staff conditions of employment, e.g. attendance, absenteeism, leave, adherence to policies and procedures
- Conduct performance management with the team, including the identification of employee training needs, on the job training and coaching to close developmental gaps and build succession for a talent pipeline

What do you need:

- Minimum BSc/BCom in computer science, engineering, information systems, informatics or related fields
- Certification in SQL Database and Reporting
- 6-8 years' BI development experience including in-depth experience with the BI Data Visualisation Tools.
- Experience with cloud computing is an advantage

Skills and knowledge:

- Advanced skills in MS Office, and Sharepoint
- Mastery at working with graphical and numerical data and statistics
- SQL report builder
- In-depth experience with data visualisation and reporting tools such as the Microsoft BI (SSIS, SSRS and SSAS Cognos, Qlikview, Qlik sense, Power BI (MDX and DAX)
- Knowledge of Geo Spatial mapping tools
- Master data management (data modelling; relational databases) and data warehouse concepts
- Project management skills
- Business acumen
- Testing methodologies and practices
- Experience with Azure Data Warehouse - advantageous
- Formulating business requirements
- Story telling with data

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