Position Summary

The Database Applications & BI Analytics Specialist III is a senior-level position providing advanced systems analysis and design support for corporate database systems, Business Intelligence (BI) / Analytics environments, and web-based applications. In this capacity, you will take a lead technical role in architecting, implementing, and optimizing solutions across the enterprise. By collaborating with internal teams and external vendors, you will deliver programming expertise, strategic troubleshooting, and comprehensive operational support for all BI, database and application maintenance functions. Reporting to the Supervisor, Technical Lead – Business Intelligence & Analytics, this position is responsible for the overall technical management of large and complex database BI, and reporting systems, ensuring robust system security, authorized access, and business continuity measures. This position engages closely with team members and business stakeholders to ensure the stable operation of data-driven services.

With a stronger emphasis on technical leadership and solution delivery, you will oversee and enhance the County's BI and reporting platforms, ETL/ELT pipelines (e.g., SSIS, Azure Data Factory, Fabric Pipelines), be an expert in optimizing Databases, SQL scripts, notebooks, and APIs, and guide teams in data warehouse and Lakehouse initiatives. Leveraging SAP-related technologies (e.g., SAP ABAP reports, SAP Analytics, Spinifex), integration tools (ABAP, oData, CDS views, UI5, SAP BTP, SAP CPI, Theobald Xtract IS), and advanced performance tuning, you will ensure that data solutions meet evolving organizational demands. By setting best practices in data modeling, medallion architecture, semantic modeling, and KPI/dashboard design, the Database Applications & BI Analytics Specialist II plays a pivotal role in fostering innovation, reliability, and strategic value within the County's data environment.

Position Requirements

- Five (5) to seven (7) years of experience in the information technology field, with emphasis on complex database systems, BI Environments, Reporting Platforms, web-enabled applications and associated server platforms, in a large corporate setting.
- Experience leading BI and data-centric projects, including data modeling, pipeline design, data warehouse, data mart, or Lakehouse design, in a large, complex technical environment.
- Expert-level knowledge of performance tuning, capacity planning, and query optimization on enterprise databases (SQL, NoSQL).

- Demonstrated success mentoring staff or cross-functional teams, aligning solutions with business needs, and delivering robust, scalable data outcomes.
- Experience must include two (2) to three (3) years reporting and database development experience with 1 or more of the following technologies: SQL, MDX, Power BI (or equivalent reporting platform, Qlik, Tableau, etc.), MS SSIS/ Synapse/Azure Data Factory (or equivalent ETL/ELT/Pipeline toolset), MS SSAS/MDX (or equivalent Cube Structures), DAX, PowerShell, REST, JSON, Python, JavaScript, .NET, XML, SAP UI5 / Fiori.
- Experience working in Microsoft Fabric / Azure Synapse considered an asset
- Experience utilizing and Managing Source Code Tools (Azure DevOps, GitHub, etc.) and utilizing Deployment Pipelines (CI/CD) to productionize applications, reports, dashboards and source code.
- Experience with working with testing automation tools or Robotic Process Automation (RPA) tools (Worksoft or similar tool)
- Cloud environment experience on Microsoft Azure, Power Platform including Azure Cognitive Services / AI Services, APIs such as Document Intelligence, and Python coding and deployment (or equivalent experience).
- A university degree in Computer Science, Information Technology, Computer Programming, or related discipline or equivalent combination of education and experience. This job may be considered for educational equivalency in accordance with County Policy.
- Completion of a recognized post-graduate certificate in Data Analytics, Business Intelligence, Cloud Computing, or advanced continuing education from a Accredited institution is an asset
- Advanced proficiency in multiple core technologies and frameworks (Microsoft Fabric, MS-SQL, SSIS/Azure Synapse/Azure Data Factory (or equivalent ETL/ELT/Pipeline toolset), Azure or other Cloud Service Provider, SAP-Netweaver, .NET, Service Oriented Architecture, Python, PowerShell, PySpark, R, XML, JSON, JavaScript, REST, oData, SAP UI5 / Fiori, etc.).
- Expertise in DevOps and CI/CD processes, source code management (Azure DevOps, GitHub), and productionizing applications, dashboards, and source code.
- Knowledge and experience in SAP ECC or S/4HANA (preferred) utilizing SAP CPI (or similar middleware technology) and experience extracting and transforming data from various operational systems, databases and datastores, such as SAP S/4HANA, SQL, NoSQL, SaaS solutions.
- Relevant certifications (e.g. Microsoft Azure / BI, DP-900, DP-600, PL-300 or equivalent experience) are highly desirable.
- Understanding of Project Management and/or Agile principals and frameworks preferred
- Leadership skills required to manage multiple projects tasks and lead / facilitate cross-departmental project teams.
- Strong problem-solving and critical thinking skills for diagnosing complex system issues and designing high-impact solutions.
- Excellent communication and technical writing skills, with proven ability to prepare reports and present to stakeholders with varying levels of technical understanding.
- Ability to work effectively with constant interruptions; ability to work simultaneously on several projects independently and to use good judgment in determining priorities.

- Valid G class driver's license and access to reliable vehicle.
- Criminal records check that is less than six (6) months old at time of hire.

Compensation
$103,356.00 - $125,762.00 per annum

To Apply
View the job description in its entirety and submit your application online at
https://simcoe.hua.hrsmart.com/hr/ats/Posting/view/3817