Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Business Intelligence (BI) Developer

Department/Division: IMT Applications and Information Services

Accountable to: Business Intelligence (BI) and Integration Services Manager

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Competency	Criteria	E/D
Knowledge and Experience	Educated to degree level (or equivalent) in a technical subject, or relevant work experience in a technical field.	E
	Demonstrable experience in developing BusinessObjects universes using BusinessObjects XI 3 or above.	E
	Experience in building BusinessObjects universes based on multiple data sources.	D
	Experience in developing reporting solutions with WebIntelligence.	E
	Experience in developing reporting solutions with Crystal Reports.	D
	Experience in the installation, configuration and administration of BusinessObjects client and server software including performance monitoring.	E
	Knowledge or experience of other BI software applications, e.g. Tableau, Alteryx.	D
	Strong experience of working with Oracle database 10g or above.	E
	Strong experience of SQL with ability to write and understand complex queries.	E
	Experience of working with SQL Server 2008 or above.	D
	Experience of working with other database technologies.	D
	Knowledge of data quality principles and techniques.	D
	Familiarity with PRINCE2, Agile, or other formal project management methodologies.	D
	Knowledge of ITIL or other best-practice service management and control.	D

	Experience of one or more of the business applications used at LSE e.g. SITS, Advance, ResourceLink, APTOS	D
	Experience of working with application vendors and external suppliers.	D
	Previous experience working in a Higher Education environment.	D
	Good general IT skills, including experience of Microsoft Windows and the Microsoft Office software suite.	E
Communication	Effective interpersonal skills essential to maintaining good working relationships and empathy with both technical and non-technical staff, including the ability to communicate well with a wide variety of colleagues and users, of very differing levels of IT skills and backgrounds.	E
	Ability to communicate specialist knowledge and discuss complex technical issues clearly with team members, colleagues in other LSE departments, and external suppliers.	E
	Excellent written and spoken communication skills, including the ability to produce clear and accurate documents and reports.	E
	Able to prepare and deliver high quality presentations to a variety of audiences.	D
Teamwork and Motivation	Ability and willingness to actively promote team values and team working, including accepting and promoting agreed standards, encouraging and supporting other team members, and supporting management in achieving agreed goals.	E
	Self-motivated and able to work on their own initiative.	E
	A dynamic and enthusiastic personality with a willingness to be flexible and proactive.	E
	Evidence of working in project teams, preferably in a controlled project environment.	E
Liaison and Networking	Ability to build and maintain working relationships with colleagues in IMT and other staff across the School.	E
	Ability to liaise effectively and proactively with personnel across the School, at other education institutions, and with external service providers and industry bodies to ensure the mutual exchange of information relating to the delivery of IMT services to the School.	E
	Ability to maintain a positive customer relationship between IMT and customers across the LSE.	E
Service Delivery	Demonstrable customer focused attitude including evidence of responding to customer requirements and dealing with complex enquiries.	E

	Ability to analyse customer requirements, and develop specifications and work plans to deliver BI solutions to meet those requirements.	E
	Proven ability to deliver BI solutions using BusinessObjects.	E
	Knowledge of service level definitions.	D
Planning and Organising	Ability to prioritise, plan and organise multiple tasks with competing priorities and allocate resources appropriately while consistently meeting deadlines, often under pressure.	E
	Ability to manage time efficiently.	E
	Ability to produce clear documentation and diagrams to a high standard.	E
	Appreciation and understanding of Change and Release Management, UAT and version control.	D
Initiative and Problem Solving	Good attention to detail.	E
	Good investigative and diagnostic skills.	E
	Ability to identify and evaluate a number of options and choose the most appropriate solution to a problem.	E
	Ability to use a number of different resources, internal and external, to find the solution to a problem.	E
	Ability to discover and introduce more effective ways of carrying out a task or process.	E
Investigation, Analysis and Research	Ability to utilise a variety of sources of information to keep up to date with new and emerging technologies and trends.	E
	Ability to liaise with suppliers, industry partners, and peers in academic institutions in pursuit of delivering new high quality IT services.	E

E – Essential: Requirements without which the job could not be done.
D – Desirable: Requirements that would enable the candidate to perform the job well.