

Job description

PowerBI Developer

- Grade: PO3
- Reports to: Senior PH/Corporate Analyst
- Direct reports: None
- Your team: KIP
- Service area: Resources
- Directorate: Health and Social Care

Special requirements of the post

Workstyle: Desk-based worker (Lower presence, one day a week minimum)

- Colleagues who are not usually client or customer-facing and can mostly work anywhere with the right technology. Regular on-site activities are required such as team events and collaboration that are more productive face to face

This post is subject to the council's declaration of interest procedure

Our mission

Islington is a place rich with diversity and culture. As a council our sense of purpose couldn't be clearer: we serve. It's in the logo. We are committed to challenging inequality in the borough and as one of the largest employers we know that to look after the place and the planet, we have to look after our people. **Together we can change the future.**

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

Overview of the role

Islington's strategic plan states the importance of using data to monitor the progress and impact of our services. As a PowerBI developer you will lead on the development of dashboards across the organisation. You will work with services to understand requirements and assess data quality and produce automated dashboards which turn data into insights.

The ideal candidate will have significant experience of PowerBI end-to-end development, preferably in the public sector. They will be fluent in DAX, be able to write and structure SQL queries, and have proven experience of designing dashboards used by non-technical audiences. They will be able to build strong relationships with stakeholders and communicate and influence effectively.

Key responsibilities

- Lead on the development of dashboards for specific areas including defining key metrics and developing develop calculations and measures that are accurate and performant on large datasets.
- Set up processes to ingest data from a variety of data sources and perform required transformations in Power Query / editor M-code / DAX.
- Design and optimise navigation features in PowerBI to guide users through a compelling data story.
- Work with data engineers to produce documentation and SQL scripts for data transformation.
- Create insightful, interactive and aesthetically pleasing reporting solutions in PowerBI.
- Manage dashboards, data sources, security, schedules, extracts and work spaces.
- Support the Data Analyst community with PowerBI dashboard development and training.
- Elicit analytical requirements from stakeholders as well as test and validate data before visualisation to ensure accuracy and trust in what is produced.
- Have good business analysis skills such as gathering and documenting requirements from a variety of stakeholders.
- Good understanding and experience in developing reports and dashboards that are GDPR/Data Protection compliant. Working with colleagues in Information Governance to ensure dashboards are deployed with right access controls and aligned with council policies.
- Any additional duties consistent with the grade and level of responsibility of this position, for which the holder possesses the required experience and/or training.

Compliance

Ensure adherence to legal, regulatory, and policy requirements under GDPR, Health and Safety, Employee Code of Conduct and in your area of expertise by identifying opportunities and risks, and escalating issues as necessary.

Person specification

Your application form needs to demonstrate how you fulfil the role's requirements. It is essential to address the criteria, as this will be used to evaluate your suitability for the position.

Essential and desirable criteria

Knowledge, experience, and skills

Point	Criteria description	Essential/desirable –
1	Significant experience of PowerBI, developing end-to-end reporting and deployment processes, preferably in a public sector organisation	Essential
2	Fluent in DAX code and experienced in when and where to apply this	Essential
3	Solid data modelling capabilities including designing effective data models within PowerBI	Essential
4	Ability to write and structure efficient SQL queries	Essential
5	Professional certification in PowerBI e.g PL-300:Microsoft PowerBI Data Analyst	Desirable
6	Ability to build positive stakeholder relationships and influence.	Essential
7	Ability to systematically gather stakeholder requirements for dashboards	Essential
8	Strong analytical skills, with the ability to analyse problems and identify creative realistic solutions	Essential
9	Ability to manage resources, mitigate risks and prioritise to achieve tight deadlines	Essential
10	Expert knowledge of information governance and data security best practice, rules and regulations.	Essential
11	Able to demonstrate successful management of Projects	Essential
12	WCAG Accessibility Compliance Experience – using Power BI and other tools available to make reports accessible for all users	Essential

Our accreditations



Our accreditations include Disability Confident Leader, The Mayor's Good Work Standard, London Living Wage Employer, Stonewall Diversity Champion, and Employer with Heart.