



JOIN OUR TEAM

True North Sports + Entertainment is looking for an experienced individual with a proven record for solving challenging business problems using data to join our team in the position of

BUSINESS INTELLIGENCE DEVELOPER

POSITION SUMMARY

The **Business Intelligence (BI) Developer** is responsible for designing, building, and maintaining all the data-related systems and architecture required to provide clients with relevant and timely data to drive business performance. This position will be measured by business performance impacts, usage of data tools, client satisfaction scores, and time to data insights.

As a valued member of True North's BI team supporting the Vice President, Business Intelligence, the BI Developer will have a strong quantitative and technical background in addition to being naturally curious and a self-driven learner. The successful candidate will be an extraordinary developer who is passionate about building and maintaining analytical solutions that have direct and measurable impact to True North; have an approach to their work with an entrepreneurial mindset; and be able to navigate and execute in a fast-paced environment, delivering business critical data to be used widely throughout the organization.

WHAT IT WILL TAKE TO BE SUCCESSFUL IN THIS ROLE

- Your love for data architecture and a passion for data.
- Your enjoyment of building data models and self-service BI tools.
- Your curious mindset and be a self-driven learner.
- You enjoy experimenting with designs, methods, and new emerging technology.
- You take pride in writing quality code.
- You like solving challenging and interesting problems.
- You are flexible and able to accept change with a positive attitude.

BUSINESS INTELLIGENCE, DEVELOPER

WHAT TO EXPECT IN THIS ROLE

- Participate as a key contributor to the BI strategy and investment roadmap with a focus on data warehouse systems, data architecture design and deploying new emerging technologies.
- Designing, programming, and testing data architectures.
- Translating business needs into technical specifications.
- Developing and implementing ETL processes to integrate new data sources in to the data warehouse.
- Developing and refining data models.
- Integrating data across multiple source systems.
- Automating reports and creating BI self-service tools.
- Digging through data to find interesting insights and assembling large complex data sets to meet business requirements.
- Providing technical and business knowledge support to the team.
- Working collaboratively in a team environment.

WHAT WE NEED FROM YOU

- 2-5+ years of working on data solutions with preference given to those who have a degree in computer science, computer engineering or equivalent certificate program.
- Background in data warehouse design (e.g. dimensional modeling) and an in-depth understanding of database management systems, online analytical processing (OLAP) and ETL (Extract, transform, load) framework.
- Experience working with technology like AWS, Microsoft Dynamics, SQL Server, Tableau Server, KNIME, R and SaaS multi-tenant architecture, or other related technology.
- Experience with data mining and data modeling.
- Experience setting up and maintaining BI tools and platforms (i.e., Tableau, Microsoft Power BI, or other related platforms).
- Strong working knowledge of SQL as well as tuning and optimization of SQL.
- Experience using a variety of current programming languages is preferred (SQL, R, Python, JS, HTML5).
- Advanced proficiency with Microsoft tools and environments.
- Proven abilities to take initiative and be innovative.
- Analytical mind with a problem-solving aptitude and strong attention to detail.
- Exceptional interpersonal and relationship management skills.
- Proven ability to work collaboratively in a team environment with the ability to coach others in order to effectively accomplish team objectives.
- Strong written and verbal communication skills, with the ability to communicate in a clear and concise manner with style fitting for the audience and message.
- Strong planning and organizing skills, with the ability to develop and implement plans by prioritizing and multi-tasking.
- Thirst to learn, be proactive in your learning and development.
- Ability to succeed in a fast-paced, innovative, and rapidly evolving industry and business organization.
- Knowledge and experience working in the Sports + Entertainment industry is an asset.
- Ability to work flexible hours if required, including evenings and weekends.

*To apply for this position please email your resume and cover letter, including salary expectations (in PDF format as one document) to hr@tnse.com. Please include **Business Intelligence Developer** in the subject line.*

Closing date: Tuesday, April 2, 2019

We thank all that apply, however, only those selected for an interview will be contacted. No phone calls please.

