

PGL Beyond Job Description



Teamwork



Quality



Safety



Respect



Inclusivity



Fun

Job Title: Developer – Business Intelligence

Reporting to: Team Lead – Software & BI Development

Main purpose of the role

To design, develop, deliver and support quality analytics and reporting solutions across the PGL Group businesses and proactively contribute to the identification and implementation of efficiencies across all technologies and platforms within the PGL group.

As part of PGL Beyond you'll be creating unforgettable learning and adventure experiences that make a real difference to the lives of young people. Our incredible team has always been the secret to our success. Our people are our future, and we take great pride in matching your hard work with a promise to look after you and your career.

Responsibilities

To deliver, maintain and support quality analytics and reporting solutions

- Working with Business teams in gathering requirements and ensure an understanding of what needs to be delivered
- Converting business requirements into modern and interactive data visualisations where appropriate using PowerBI
- Estimate time needed to make changes based on experience and any resource constraints
- Development and maintenance of all systems and applications supported within the team, including SQL scripts, ETL, SSRS reporting, data warehouses and PowerBI platform
- Work with the Manager - Software & BI Development to ensure data consistency, governance and security are continually improved and reviewed
- Design and develop data integrations between multiple systems ensuring consistency, integrity of data and appropriate levels of formal testing
- Producing detailed specifications, where appropriate and approved by the Manager – Software & BI Development
- Working within established methodologies, standards and best practice, deliver a quality solution that meets the defined requirements
- Assist with the production of training materials
- Assist with the maintenance of all systems throughout the development lifecycle
- To take ownership of work items through development to deployment
- Undertake triage, issue tracking, stakeholder communication and resolution of reported incidents and issues

To embrace innovation and change

- To keep challenging the way the development team work to make things more efficient
- Embrace new requirements and projects as positive changes

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- Promote the use of modern tools such as PowerBI across the IT landscape
- Promote, develop and uphold governance frameworks and guides to provide a consistent data model and language across the organisation

To keep technical skills up to date

- To keep abreast of changes and enhancement opportunities for the existing technology stack
- Research and discuss change opportunities, relating to software, services and processes that could aid quality, development, deployment and efficiency, with peers and management
- Proactively look to improve skills with various training methods – including courses, books, and online training

To work within the development team

- Follow the development process and take ownership in delivering agreed improvements
- Look to continually transfer knowledge and seek opportunities to increase one's own knowledge
- Peer review other's code and provide constructive feedback

Useful Information

Our IT Business Intelligence function is transforming to better position us to assist the business as we move into the future. As such, our roles are likely to evolve. Therefore, whilst this job description provides an overview of the main duties, it is not intended to be exhaustive, and it is anticipated that the contents will change over time whilst remaining within the broad remit of the role.

As part of your responsibilities, you may be required, on occasion, to work outside of core office hours to enable the effective management of software releases. This could include delivering the Company DR / Business Continuity activities.

Person Specification

Education, Experience & Achievements	Essential	Desirable
Reporting Services (SSRS)	✓	
SQL Server (T-SQL)	✓	
Database design and administration, where appropriate	✓	
Experience of working on multiple workstreams	✓	
Experience of software systems and technical design architecture	✓	
Excellent time management and personal organisation skills	✓	
Data Warehouse Design	✓	

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Analysis Services (SSAS)		✓
Microsoft Power BI or other BI Tool		✓
Integration Services (SSIS)		✓
Experience of working in an Agile environment		✓
Experience of HR, Payroll and Finance reporting systems and tools		✓
Applies experience and common sense to understand issues and resolve problems	✓	

Skills & Knowledge	Essential	Desirable
A good knowledge of software development processes, inc Source control	✓	
Able to work toward strict deadlines and targets	✓	
Excellent oral and written communicator with both technical and non-technical teams	✓	
Working with all levels of customer	✓	
Empathises with client's issues or problems. Resolve queries as quickly and effectively as possible	✓	
Chooses the appropriate method of communication considering the needs of the audience	✓	
Consistently meets targets and deadlines	✓	
Learns from experience. Reflects on outcomes of decisions in order to inform future decisions	✓	
Recognises the need for change and works to ensure it is successful	✓	
Knowledge of DAX calculations		✓
Knowledge of data visualisations and best practises		✓
Knowledge of Azure Fabric and related data components		✓

Personal Attributes	Essential	Desirable
Recognises and acknowledges the value of different perspectives and styles of working	✓	

Additional requirements	Essential	Desirable
Enhanced DBS Check		✓
Holds a UK Drivers Licence		✓

Additional information

Environmental & Social Governance (ESG)

You are required to uphold and champion our Better Beyond Adventure Environmental Social Governance strategy whilst assisting our B Corp certification.

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This requires personal, departmental and company-wide level participation through ongoing engagement in discussions and decision-making around ESG, upholding company and department ESG goals and targets in your role as an ally.

Our Better Beyond Adventure strategy means we all have a role to play as part of our day job. This varies from team to team and by role. However, as standard it is now a requirement for each role to appreciate how they contribute to delivery of BBA across the three pillars:

- Our places, our planet
- Champions of wellbeing
- Playing our part

And by delivering our BBA goals you will also be assisting our B Corp certification and role modelling our PGL Beyond values.

Equal Opportunities/Safeguarding

We pride ourselves on hiring the best people and recognise the importance and benefits of a diverse team. However, the protection and safeguarding of our colleagues and the young people visiting our centres is our primary concern. You have a duty to report any safeguarding concerns via the appropriate channels throughout your employment with PGL.

Our Values

Our company values of teamwork; quality; safety; respect; inclusivity and fun define our beliefs and underpin everything we do. Though simple on the surface, when combined, these values create the exceptional experience that sets PGL apart for both our guests and colleagues.

‘Lend a Hand’

Lend a Hand provides a valuable opportunity to gain insight into the fantastic work that our PGL centre colleagues are doing every day. During our Lend a Hand weeks, members of our Support Centre teams take time out of their normal routine to work on Centre in areas such as Catering and Housekeeping, enabling us to work closely with colleagues we don't usually work alongside in a job role other than our own, whilst also providing valuable help to our centres at times when they need it the most.

Right to amend

The company reserves the right to amend the job description in consultation with the colleague to reflect changes in the role.

Job description updated on 14/10/2024.