

**Job Title:** Software Developer

**Job Type:** Permanent, Full-time

**Reporting to:** Vice President, Technology

**Summary:**

This full-time permanent position reports to the Vice President, Technology as a Software Developer on the Data Delivery Team enabling Bennington's Data Management Strategy transition from on-premises to on-cloud Azure Platform. The candidate will be responsible for the full Secure SDLC of data management solutions. We are seeking a highly motivated and forward-thinking data engineer that shares our common vision of agility, quality, integrity, continuous improvement and efficiency. The right candidate is passionate about developing ETL processes, designing and engineering secure data stories, leveraging Azure's full range of data capabilities in driving enterprise data management.

**Key Responsibilities:**

- Design and develop ETL processes on functional and non-functional requirements.
- Understand data integration, engineering, reconciliation, quality and documentation.
- Understand and adopt an agile software development mindset.
- Establish coding standards / processes / code reviews, architecture patterns, release and deployment processes.
- Support various testing phases; regression / performance, UAT / smoke testing / post-production.
- Perform data analysis to support data stories development, governance, master data management.
- SME on data modeling; ER, multi-dimensional, parallel / distributed data processing / partitioning and data-domains.
- Design, develop and implement data visualization to support enterprise BI needs.
- Establish best practices on automating aggregation and reconciliation strategies.
- Coordinate with data owners, stewards and analysts to maintain multi-tier data dictionaries.
- Engage with Bennington's IT governance to maintain data privacy, data governance and access control policies, standards and frameworks.
- Develop, enhance, maintain and optimize in-house data solutions, project quotes/estimates.

### Requirements:

The successful candidate will be a self-starter who will 'own' the product(s), knows inherently what is required to be successful in the role and has the leadership skills to engage others within the organization to help drive our business forward. They must possess strong analytical skills, must have the ability to solve problems under pressure and work well as part of a team but also must have the ability to be self-directed.

- Must have relevant design and development experience outside of data; websites, APIs and back-end.
- Must have experience working in Azure Data Platform / Azure Power Platform.
- Must have experience designing and developing ETL strategies in large data volume environment.
- Working experience on the full SDLC of modeling relational / multi-dimensional / in-memory / OLAP cube database management systems.
- Working experience in working in multi environments with DevOps, release and change management.
- Capacity to work without supervision and remain accountable to all stakeholders delivering solutions.
- Working experience using various database management systems and tooling to drive data warehousing, data partitioning, data cubing, data visualization and master data management.
- Exposure to business intelligence as a service ( BaaS ), not only working in technology but also interfacing various business users such as data owners, data stewards and data analysts and department heads.
- Working experience with Python, C#, MVC, ASP.NET, dotnet, MS DevStudio, JSON, XML, JS, CSS, HTML/XHTML, Azure DevOps, MS Sql Server, SQL, SSIS, SSRS, Crystal Reports, PowerBI and Power Automate.
- Working experience with Azure Storage | Data Warehouse | Data Lake | Synapse.
- Nice to have working experience with SOLR, NoSQL, Hadoop, Spark.
- Must have experience working with Atlassian Confluence & JIRA.
- Must have experience implementing data governance initiatives.
- Nice to have prior experience designing / implementing financial system AIRB / Basel data governance.
- Nice to have experience having worked with financial software such as LeaseWave and / or Constellation.

### Qualifications:

A minimum of 5 to 7 years' experience in a similar role and a college diploma in computer science, software engineering or equivalent. Industry courses / certifications / diplomas such as Microsoft MCSD, Scrum / ITIL / Azure Data Engineering would be considered an asset.