



JOB TITLE: ETL DEVELOPER

DEPARTMENT: DATA AND ANALYTICS

Who We Are:

Integral is a leading analytical consulting firm who is making a difference for the nonprofit community. We are a passionate group who thrives on utilizing our expertise to build a comprehensive view of non-profit business models while providing them valuable insight to improve their performance. We are dynamic, innovative, entrepreneurial, and client focused. Our culture boasts a playful work environment; work doesn't always have to be serious—we just seriously love what we do. We are seeking innovative candidates with a good sense of humor who truly want to make a difference with their work.

ESSENTIAL FUNCTIONS OF THIS JOB:

The Data and Analytics team provides in-depth, actionable, insights, to inform multi-channel marketing strategies for our clients. The ETL developer is a key member of the team who will:

- Develop, maintain and tune SSIS processes for client data warehouses
- Acts a subject matter expert on integration methods, processes, and patterns
- Designs, documents, implements, secures and supports SQL Server database systems.
- Assists with routine performance and availability testing on database server to ensure the performance, availability and security of the databases
- Partners with colleagues to execute technical solutions to meet company strategic goals and client needs.
- Gather and assimilate analytical requirements from those not familiar with relational databases

The position reports to the Director of Analytic Services

Position is currently working remotely until COVID-19 restrictions are lifted.

KNOWLEDGE/SKILLS:

- **Required** (in descending order of importance)
 - Bachelor's degree in information systems (or related discipline) or 3+ years of experience in a database management role
 - Experience with SQL Server Integration Services (SSIS)
 - SQL skills; proven ability to manipulate large relational databases
 - Desire to learn additional database software

- An understanding of ETL procedures and workflows
 - Strong written and verbal communication skills and ability to discuss technical concepts with people without a technical background
 - Ability to collaborate with others across the organization
 - Demonstrated ability to establish priorities, organize and plan work to satisfy established timeframes
 - A logical approach to problem solving, analytical capabilities and attention to detail.
- **Desired**
 - Understanding of Project Management concepts
 - SQL experience within a Microsoft SQL Server environment
 - Understanding of non-profit fundraising
 - Working experience in data integration, migration and API
 - Working experience in Database & application performance tuning.

DISCRETION/LATITUDE/DECISION-MAKING:

- Make sound decisions based on experience and judgment.
- Does not supervise other staff but may serve as a point person within the company for specific tasks and projects
- Must gain cooperation from individuals across the company in order to accomplish goals.

COMMUNICATIONS/INTERPERSONAL CONTACTS:

- Ability to provide team members with meaningful information they need to make accurate and timely decisions.
- Consistently demonstrate positive, and approachable attitude/demeanor and discretion.

INNOVATION:

- All members of Integral play a role in internal innovation activities. Typically – as part of a smaller team – this role includes developing new approaches designed to improve a client service offering, represent a new service offering or address a more effective approach to internal business processes.