

STEM Learning Limited

1. Role Particulars	
Role Title: Senior BI and Data Engineer	Reports to: Data & Impact Team Manager
2. Organogram	
<pre> graph TD ITLead[IT Lead] --> DITM[Data and Impact Team Manager] DITM --> SBI1[Senior BI and Data Engineer] DITM --> SBI2[Senior BI and Data Engineer] DITM --> DA[Data Analyst] DITM --> PC[Project Coordinator] DITM --> ERO[Evaluation and Research Officers] DITM --> EI[Evaluation Intern] </pre>	
3. Purpose of role	
<p>At STEM Learning, we have a small in-house Reporting/BI Team, meaning that team members can be close to our key business users and to the core of our mission, working end to end on our reporting landscape. We're looking for someone with drive, enthusiasm and ambition with a strong background in designing and building innovative BI solutions to join our fast-moving organisation; someone who can deliver with excellence on ambitious projects to revolutionise current data practices; someone who stays at the cutting edge of the transforming landscape of BI and data processing; someone who takes pride in delivering beyond expectations.</p> <p>Covering end to end the whole spectrum of BI/Reporting you will design, build and maintain our central reporting infrastructure, ingesting data from a variety of sources, cleaning, combining, processing and visualising to end users. You will be a key part of the reporting development roadmap, working with stakeholders to capture future requirements, manage expectations where required and help open their eyes to the possibilities our data can deliver as we strive for a world-leading STEM education for all young people across the UK.</p> <p>You will contribute to the technical design of data models, reporting architecture and transformation processes, working closely with the BI & Data Engineering Lead to strengthen our data platform and support the organisation's ambition to be a truly data-driven organisation.</p> <p>This role moves beyond report development to include data modelling, performance optimisation, automation of manual reporting processes, and embedding best practice in BI development standards.</p>	
4. Key Results / Accountabilities expected from role	
<p>Successful candidates will demonstrate STEM Learning's values: Sustainable – Innovative – Proactive</p> <p>This role is instrumental in ensuring that STEM Learning achieves its full potential by its Values to positively impact young people's achievement, enthusiasm for and progression in STEM subjects and careers.</p> <p>The BI and Reporting Developer will be responsible for:</p> <ul style="list-style-type: none"> • Liaising with business stakeholders to understand their reporting needs and challenges, translating these into firm deliverables • Designing, developing and maintaining robust, scalable BI solutions using Power BI, Azure Data Factory, SQL and related Microsoft technologies • Contributing to the design and optimisation of data models and warehouse structures to support reporting and analytics • Developing, maintaining and optimising ETL pipelines, ensuring reliability, performance and governance compliance • Building advanced Power BI datasets using strong DAX modelling and semantic layer design • Developing and maintaining the code and processes that underpin our business intelligence and reporting services, ensuring they are reliable, secure and suitably accurate 	

- Performing ad-hoc analysis and research for internal colleagues or as a cross-check for automated reporting
- Leveraging your knowledge, enthusiasm and creativity to further a data informed culture within the organisation - supporting the development of a data-informed culture across the organisation

5. Key challenges faced in the role

- Managing conflicting priorities with a large and varied workload
- Presenting data back via Power BI to a wide-ranging audience, not all of whom understand our data landscape
- Supporting and enhancing numerous systems built on different technologies, supported by multiple suppliers
- Working with a diverse, geographically separate user base including office staff based in York or London offices, remote staff, a UK wide delivery network of partners, 35000+ active ambassadors (volunteers) and 450,000+ website end users.

6. Any other information

The National STEM Learning Centre & Network is a key UK resource for supporting STEM teaching and learning through provision of resources, on-line and physical networking and communities and partnership with a wide range of organisations and individuals. This includes driving forward on-going development of the STEM Ambassadors and STEM Clubs programmes alongside subject-specific support for all involved in teaching STEM subjects to young people.

7. Experience and Expertise

- Significant experience designing and delivering reporting/BI solutions using modern tools and current best practice in a Microsoft technology stack
- A background in building solutions in an Azure environment with Data Factory, Azure SQL, Power apps/Logic apps and the Common data service
- Experience designing and maintaining data models and contributing to data warehouse architecture
- Significant experience delivering MI solutions through the PowerBI service. Excellent PowerBI front end design skills and back-end data manipulation including DAX
- Experience developing high quality SQL code with experience of stored procedures; a proven background extracting complex data from multiple technologies, including MS-SQL/MySQL/Postgres databases
- Experience in Python coding
- A knack for managing complex data, and developing insightful visualisations strong interpersonal skills and stakeholder management with the ability to influence, advise and consult at all levels
- Strong interpersonal skills and stakeholder management with the ability to influence, advise and consult at all levels. Ability to communicate complex technical concepts clearly to non-technical stakeholders.
- Experience with Dynamics 365 would be beneficial

8. Economic dimensions associated with the role (if any)

N/A

9. Location

Your post at the National STEM Learning Centre (York) is predominantly an on-site role, requiring 3 days a week in the office, but you may be required to work if appropriate at any of STEM Learning's premises, or temporarily elsewhere as necessary for the proper discharge of your duties.