|  |  |
| --- | --- |
| Position title | **Business Intelligence Architect** |
| Position reports to | Head of Business Intelligence |
| Work level | 1 [ ]  | 2 [ ]  | 3 [ ]  | 4 [x]  |  |
| Group and team | Business Intelligence Team, Centre of Excellence  |
| Location | Onsite at the Hub in Melbourne CBD and Remote Hybrid[Hiring manager – ensure you refer to the [Hybrid working policy](http://bbconnect.beyondblue.org.au/bbConnectDocs/bbHRDocuments/Hybrid%20Working%20Policy.pdf) and discuss the location requirements for the role with your candidate. Delete this message before publishing.] |
| Employment type | Fixed Term – 2 years |
| Direct reports | 0-3 |
| Why choose Beyond BlueBeyond Blue has been providing supports and services to people in Australia for over 20 years.We are Australia’s most well-known and visited mental health organisation, focused on supporting people affected by anxiety, depression and suicide. We are inspired by our vision that ‘all people in Australia achieve their best possible mental health’ and are driven by our mission to work with the community to improve mental health and prevent suicide. We aim to achieve this through three strategic priorities: 1. Promoting mental health and wellbeing
2. Being a trusted source of information, advice and support
3. Working together to prevent suicide

At Beyond Blue the community is at the heart of everything we do. By joining our team you’ll be involved in meaningful work, collaborating with a cross-section of colleagues, partners, and community right across Australia. We offer our team opportunities to support and learn from one another, build capabilities, celebrate successes along the way, and generous not-for-profit salary packaging options. Your mental and physical health are important to us – we offer a range of wellbeing initiatives, including an Employee Assistance Program, a comprehensive Flexible working policy, ensuring you have safe and effective ergonomic support no matter where you work, as well as employee-led groups and initiatives. We strive to live our organisational values of **Collaboration, Respect, Enthusiasm, Excellence, Innovation and Integrity** to help create a happy, safe and productive work environment. |
| About the role |
| Role description | The Insights & Innovation Centre of Excellence (CoE) supports Beyond Blue in its transformation to becoming more community centric. The CoE supports the Beyond Blue organisation and key Lines of Business to achieve their strategy with frameworks, tools and data that informs insight to incubate and accelerate best-in-class products and services for the community, through agile and iterative design and its trial, through to launch and scale.The Business Intelligence function operates as the enterprise data management and insights domain expertise to support the Beyond Blue organisation to design the thoughtful capture of data to drive strategic insights and measure organisational, channel and service outcomes and impacts.The Business Intelligence Architect has the responsibility for the architecture, design and oversight of data related initiatives at Beyond Blue for the newly formed Business Intelligence Team (including data exchange, integration, migration, data mining approaches and solutions data engineering, analytics and reporting solutions).The Business Intelligence Architect will bring thought leadership to the development and management of a whole-of- organisation Data Strategy, develop frameworks and guidelines for best practice data analytics and data engineering, and lead the requirements gathering for analytics and reporting platforms and solutions to meet critical business needs. You will have strong experience using the Azure technology stack (Azure Data Factory and Azure Cloud) and be able to identify reusable architecture patterns at project / program level, whilst ensuring their alignment to standards and strategies. You will be able to identify gaps and deficiencies in data processing and propose viable solutions. You will work with your IT and Business Intelligence Lead colleagues and maintain and prioritise demand pipeline and capacity planning to ensure overall delivery of our strategy and architecture deliverables.The role will also be responsible for the documentation and management of the Beyond Blue enterprise data architecture and for the ongoing evolution of the team’s data and analytics capabilities. We are setting the foundations of modern architecture practices at Beyond Blue, it is an exciting time to join this journey and put your stamp on Beyond Blue data and analytics evolution and set the foundation and roadmap for advanced natural language processing, and machine learning applications, to support new insights for action. Effectively help reshape our data management and enabling technology landscape to support the Business Intelligence Analyst team to build and maintain automated reporting solutions, provide insights and recommendations across Beyond Blue and monitor service delivery and performance.  |
| Key accountabilities  |

|  |
| --- |
| Area of accountability* Develop a whole-of-organisation Data Management Strategy, including a data governance framework and data architecture, that connects people, process, information and technology
* Create and maintain documentation of Beyond Blue’s data architecture, including the identification of data assets, database of record and data sources.
* Create and maintain data architecture standards and patterns, conceptual and logical data models, and review interface agreements and design documents for alignment to the data architecture.
* Formulate data designs and solutions consistent with the Data Management Strategy and Policy principles that guide how information is stored, processed and accessed.
* Analyse key business requirements and data domains and assist with the scoping and planning of data related initiatives / activities.
* Review new and existing projects for compliance to data architecture; to recommend frameworks to perform source/target data analysis, data quality assessment, data validation and reconciliation; and guide solutions in relation to data integration and data storage architectures.
* Engage and influence stakeholders and staff across the organisation as well as key external partners and sub-contractors
* Manage service providers and ensure standards and deliverables are met as per service agreements, and that their output ensures best practice and best value for Beyond Blue.
* Proactively manage internal stakeholder relations and expectations relating to relevant activities.
* Develop and monitor accurate project and operational budgets. Report on progress of projects, being able to recognise barriers, and find effective solutions.
* Assess and monitor risks to data-related activities on a monthly basis and implement new controls to mitigate risks where required.
* Contribute to data privacy, governance and data ethics.
* Experience creating a single view of asset (community member), would be advantageous.
* Ability to assesses and communicate the business costs, benefits, risks, and issues for alternative solutions
 |

 |
| Key stakeholders | Key stakeholders* Part of the Business Intelligence team within the Centre of Excellence (CoE). Working collaboratively across the, CoE, Lines of Business and with enabling delivery partners (internal and external) , such as IT, Privacy, Research, Legal, etc.
* The successful candidate must work cross-functionally with other Beyond Blue teams and external stakeholders.
* The Head of Business Intelligence has overall accountability.

**Internal** * CoE & BI Team members
* Marketing and Communications
* Support Services
* Community Engagement
* Research & Evaluation
* Policy  & Legal
* Finance/Corporate Services
* I.T.

**External** * Project partners and stakeholders
* State/Territory Governments
* Primary Health Networks and related service providers
* Contracted Service Providers and associated consortium members
* Governance/Advisory Committee Members
* Beyond Blue supporters
 |
| What we are looking for |
| Capability |  |
| Selection criteria | Education/qualifications* A graduate degree in Information Systems / Information Technology / Computer Science or a related field.
* Knowledge/skills/experience

Knowledge/skills/experience**Essential*** Significant experience in data architecture development and management, data asset management and data modelling techniques (conceptual, logical and physical data modelling).
* Experience in enterprise information solutions and capabilities such as master data management, meta data management, analytics, data integration and migration, data quality assessment etc.
* Experience in contemporary data platforms including Cloud based technologies, specifically Azure technology stack.
* Knowledge in data architecture, conceptual knowledge of data warehousing techniques, big data and SQL, and database design key concepts.
* Knowledge of complying with government and mandatory legislative requirements and applying ethical considerations to decision making.
* Strong relationship building and management skills. Experience coordinating many internal stakeholders and managing external stakeholders, including suppliers and partners.
* Strong written and verbal communication skills with experience in developing and delivering presentations to stakeholders at all levels in an organisation.
* Exceptional attention to detail.
* Ability to pick up new concepts, instructions and processes and implement solutions.
* Highly effective planning, organisational and personal time management skills.
* Ability to meet and manage conflicting deadlines.
* Experience in any ETL / ELT tool
* Accountable for decisions around data modelling, data architecture, data solutions and tools.
* Proactive nature, turning data into information into insights for actionable outcomes.

**Desirable*** Experience with SQL, Microsoft Azure and Python
* Preferred platform experience:  PowerBI, Tableau, or other
* Preferred data source experience: Primary Mental Health Care Minimum Data Set
* Experience or exposure to Salesforce CRM.
 |
| Additional information |
| Fairness and equality | Health, safety and wellbeingBeyond Blue is committed to ensuring the physical and psychological health and safety of all employees, contractors and other people involved in our business activities. Our people are expected to comply with our Health, Safety and Wellbeing policy.Equal opportunityBeyond Blue is an equal opportunity employer. All employees have a responsibility to be familiar with and adhere to the organisation’s policies and procedures.Cultural competency Beyond Blue strives to maintain a culturally competent and inclusive workplace. All employees are expected to undergo regular cultural competency training as part of their professional development plans.Employment is subject to:* a current Police Record Check
* proof of the right to work in Australia.
 |