

Microsoft Power BI Developer (Intermediate)

Location: - India - Pune, Maharashtra

About the role

The Microsoft Power BI Developer (Intermediate) will be responsible for designing, developing, and maintaining Power BI reports and dashboards to support business decision-making. The ideal candidate will have a solid understanding of Power BI functionalities, data modelling, and report creation, coupled with the ability to work collaboratively with stakeholders to gather requirements and deliver actionable insights.

Key Responsibilities:

You will be responsible for:

1) **Report and Dashboard Development:**

- Design, develop, and maintain interactive Power BI reports and dashboards based on user requirements.
- Create visually appealing and user-friendly reports that convey complex data insights clearly.

2) **Data Modelling:**

- Build and manage data models, including the creation of relationships, calculated columns, measures, and hierarchies.
- Optimize data models for performance and efficiency.

3) **Data Integration:**

- Connect to various data sources (e.g., SQL Server, Oracle, Excel, Azure, SharePoint) and integrate data into Power BI.
- Develop and maintain Dataflows V1+.
- Develop and manage ETL processes as needed to ensure data accuracy and timeliness.

4) **Requirement Gathering:**

- Collaborate with business stakeholders to gather and document reporting requirements.
- Translate business needs into technical specifications and actionable data insights.

5) **Performance Optimization:**

- Monitor and optimize the performance of Power BI reports and dashboards to ensure fast and efficient data retrieval.

6) **Troubleshooting and Support:**

- Identify and resolve issues related to data accuracy, report functionality, and performance.
- Provide technical support and troubleshooting assistance to end-users.

7) **Documentation and Training:**

- Document report development processes, data sources, and key metrics.
- Conduct training sessions or create training materials for end-users to maximize the use of Power BI tools.

8) **Publication**

- Identify options for improved publication methods
- Ensure standard methods and/or reusable publications of reports

To be successful, you should bring:

1) **Technical Skills:**

- Intermediate proficiency in Microsoft Power BI, including Power Query, DAX (Data Analysis Expressions), and Power BI Desktop.
- Experience with data modelling, data transformation, and data visualization best practices.
- Knowledge of SQL for data extraction and manipulation.

2) **Experience:**

- Minimum of 2-3 years of experience as a Power BI Developer or in a similar role.
- Proven track record of developing and deploying Power BI reports and dashboards in a business environment.

3) **Analytical Skills:**

- Strong analytical skills with the ability to interpret complex data and translate it into actionable insights.
- Attention to detail with a focus on data accuracy and integrity.

4) **Communication Skills:**

- Excellent verbal and written communication skills to effectively interact with stakeholders and present findings.
- Ability to explain technical concepts to non-technical audiences.

5) **Problem-Solving:**

- Strong problem-solving skills with a proactive approach to identifying and addressing issues.
- Ability to work independently and as part of a team to achieve project goals.

6) **Project Management:**

- Ability to manage multiple tasks and projects simultaneously while meeting deadlines.
- Experience in Agile or similar project management methodologies is a plus.

Desirable Skills:

1) **Additional Tools and Technologies:**

- Familiarity with other Microsoft tools such as SQL Server Reporting Services (SSRS), Microsoft Fabric, Azure Data Services etc.
- Awareness of other ETL/ELT tools such as AWS Glue
- Knowledge of other BI tools or data visualization platforms is a plus.
- Source Control exposure, ideally Git based
- Working knowledge of using Microsoft Teams on routine basis.
- Scripting methods e.g. PowerShell, Azure CLI
- Oracle and/or Postgres awareness.

2) **Certifications:**

- Relevant certifications, such as Microsoft Certified: Data Analyst Associate or similar, are advantageous.

Additional desirable qualities

- Bachelor's degree in computer science, Information Technology, Data Analytics, or a related field, or equivalent practical experience.
- Personal Attributes:
 - Strong work ethic with a commitment to delivering high-quality work.
 - Curiosity and eagerness to learn and adapt to new technologies and methodologies.
 - Collaborative and team-oriented with a positive attitude.

About Idox

Our specialist software solutions power the performance of government and industry, driving productivity and a better experience for everyone. Built around the user and designed in collaboration with experts who have worked through every detail of every process from end-to-end, our hard-working process engines deliver

exceptional functionality and embed workflows that drive efficiency and best practice with a long-term focus for regulated environments.

Through the automation of tasks, the simplification of complex operations, finding scalability as operations evolve, and more effective management of information, we help our customers harness the power of Digital, so they can do more.

We employ around 660 staff in the UK and worldwide, including Europe, North America and Asia, so some travel to meet colleagues may be required.

Our Values



Dynamism
We shape our future



Responsibility
We are accountable for our actions



Integrity
We do the right thing



Valued
We value each other



Excellence
We set the benchmark for quality

DRIVE

The core values taking us forward

Our Culture

We are ambitious in working together to promote a more inclusive environment, which attracts all candidates and signals our commitment to celebrate and promote diversity. Idox is a company where we can all be ourselves and succeed on merit, where we respect all our employees, customers and communities in which we live, work and are a part of.

We recruit and reward employees based on capability and performance – regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion or physical ability. Each office location worldwide, is free to respond to local needs to create a culturally sensitive workplace for everyone. In doing so, we want every employee to feel our commitment to showing respect for all and encouraging open collaboration and communication.

Our Benefits



Flex to Fit

We recognise that for individuals, the opportunity to work flexibly can enable them to achieve a better work-life balance along with a greater sense of responsibility, ownership and control of their working life. During the pandemic, all our employees successfully transitioned to remote working and we are open to conversations on

work patterns to suit our employees needs such as change to working times; part time working; term time working; 9-day fortnight. We are proud to be a flexible employer enabling effective hybrid working for our employees.



Family Friendly

We understand how important family is to our employee and provide support through difficult times such as bereavement as well as offering excellent pay and leave benefits for parents and carers welcoming a child.



Health & Wellbeing

Our Workplace Wellbeing team provide support and resources on mental health and lifestyle. We also provide 24/7 confidential help via our employee assistance programme.



Be Heard

You will have the chance to impact change within Idox by having your voice heard via our CEO live broadcasts; making suggestions to Idox Voice forum or sharing your ideas in our company newsletter, Inside Idox.



Community

You will have the opportunity to participate in community and social activities, as well as group wide fundraising ventures. We prioritise sustainability and ethical impact on our communities and we pledge to allow our employees to carry out volunteer work.



Your Development

Our mentor scheme will help you to achieve personal and professional growth through learning from experienced colleagues and you will also have access to online and face to face learning modules including our Leadership Development Programme.



Financial Security

We offer full company sick pay plus income protection for long term illness and our life assurance cover is provided up to four times annual salary. Our Pension Scheme operates on a Salary Exchange Contribution Basis so you will receive relief from NI contributions.

You are also invited to join our Idox Xtra Share Scheme where every share bought will receive an extra one free from the company.

How to apply

Please submit a CV and a short cover letter (maximum 500 words - including salary expectation, and current remuneration) explaining why you feel you would be suited to this role to join.us@idoxgroup.com

Please note successful applicants will need to satisfy the BPSS guidelines (Baseline Personnel Security Standards) which consist of the receipt of satisfactory references covering the last 3 years of employment; an identity

check; verification of eligibility to work in the UK; and a Basic Disclosure Check. This is in order to help us make safer recruitment decisions.

Privacy notice

As part of the recruitment process, we will collect data about you in a variety of ways including the information you would normally include in a CV or a job application cover letter, or notes made by our recruiting officers during a recruitment interview.

Please read our Recruitment Data Privacy Policy here: <https://www.idoxgroup.com/policies>