

It starts with community

The National Lottery Fund
Role Profile

Business Intelligence (BI) Developer

Directorate: Funding, Strategy,
Communication & Impact

Department: Impact and Evidence

Role/Competency level: Level 3

Reports to: Head of BI



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Role purpose

In FSCI we support and serve the whole of the Community Fund, so that together we make communities more resilient, equitable and environmentally sustainable. We do this by developing funding strategy, making strategic UK-wide grants and championing an equity-based approach. We provide professional leadership in communications, impact, service design and policy so that our services meet the strategic needs of the organisation and puts communities at the centre of all that we do.

This role is part of our Evidence and Impact team. We aim to provide an integrated insight, evidence and impact service operating across the Fund that supports communities, stakeholders and colleagues. We use evidence and insight to create positive change by informing our equity-based approach to funding, demonstrating the impact that we and communities make, and responding to our devolved working environment.

As a BI Developer your role is to make insights about the communities we serve and the funding we provide as easy as possible to access for our staff. This position is about using your visualisation skills to deliver automated insight that meets the needs of a wide range of users. To achieve this, you will take user stories and functional requirements and develop reports and dashboards in PowerBI. In doing so you'll work closely with your team and analysts from across Evidence and Impact. Your ability to follow best practice processes in the build, test and deployment of BI solutions will be crucial to ensuring our work meets the high standard demanded by our users.

Critically, you will support the transition to automated self-serve reporting across the Community Fund and play a key role in delivering enterprise BI that reduces our reliance on ad hoc or manual processes. To do this you will be able to identify cross-cutting user requirements, working with the Business Analyst. You'll be able to design and build enterprise BI solutions that are driven from a single data model but can be cut and sliced by local teams to enable a wide range of insight. In doing so your work will epitomise the 'One Fund' principle of common processes and approaches that can adapt to local need.

In this role you will need to take an end-to-end view of our data processes. You'll interpret user requirements and identify the implications for both back end data modelling and dashboard design. By working with our Technology team and Data Architect you'll make sure that data is provisioned efficiently and effectively for all reports to support reporting. You'll apply user-centric design principles to build your reports and test them, making sure they are continuously improved and updated. Proactively tracking the adoption and use of your reports will be as important as the original design and you will work with the Business Analyst to actively seek out user feedback and make changes through planned releases.

As BI Developer you will need to keep your technical skills up to date and apply best practice in dashboard design, including by understanding the potential role of AI in our development processes.

Your key stakeholders for this role are: users across our funding portfolios, the Technology and Service Design teams and the Business Analyst and Data Architect in the BI team.



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Key responsibilities

- Develop and maintain inspiring and engaging dashboards and reports that achieve widescale adoption across the Community Fund.
- Accountable for the design, delivery and maintenance of the BI you develop, ensuring it meets use cases, governance standards and follows agreed development processes. Use the most appropriate medium to visualise data to tell a story.
- Develop underlying data models for BI that perform efficiently when queried through dashboards, working with the Data Architect and Technology team.
- Support the roll out and deployment of BI across the organisation by conducting systematic testing of our products and ensuring users receive effective on-boarding and guidance.
- Contribute to cross-team architecture and roadmap decisions so that our Data Layer (reporting warehouse) and our front-end visualisations perform efficiently.
- Identify and analyse external datasets that help our organisation to better understand where the need for our funding is greatest - prioritise and model these datasets so they can be brought into our production environments.
- Provide support and advice to analysts across the Evidence and Impact team, helping them to use single source BI and data and ensuring there are no single points of failure in our application understanding or capacity.
- You'll also need to work within the Fund's policies and procedures and the necessary legislation, in a way that is in line with our vision and principles. If the role is based in Wales, or supports customers or colleagues in Wales, an understanding of Welsh language legislation and the Welsh Language Standards of the Fund is required.



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Knowledge, skills and experience

- A professional qualification, bachelor's degree or equivalent level of experience in a relevant discipline such as computer science, statistics or data analysis.
- Experienced in taking user requirements and functional designs and turning these into BI products for a wide range of users.
- Hands on data visualisation experience, with a strong background in developing enterprise BI products that meet the needs of a wide range of users.
- Skilled in BI and database coding languages including PowerBI (DAX and Power Query/M Formula) and SQL, with demonstrable experience and/or professional certifications.
- Awareness of data quality best practice and how it should apply to enterprise BI.
- Experience of user interface and experience best practice and how this should apply to enterprise BI.
- Experience of developing and maintaining productionised BI solutions, including the full development lifecycle.
- Awareness of industry-recognised data modelling patterns and standards.
- Awareness of project management techniques, and an appreciation of how they are applied in the environment.
- Strong interest in data and analytics. Desire to commit to a technical role, developing your skills and knowledge.



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Role competencies: Level 3

- **Strategic direction**
Understands and communicates how own work and work of the team, supports wider objectives and meets the diverse needs of stakeholders. Aligns own actions with directorate and organisational goals.
- **Leading our culture**
Recognises and values individual contributions and puts in place support for well-being of individuals within the team, including consideration of own needs.
- **Working together**
Designs team processes to remove silos and nurture a culture of mutual support, driving higher performance across interconnected teams. Adjusts personal work styles and practices accordingly.
- **Delivering quality results**
Clearly communicates desired results and ensures individuals are supported and feel motivated to achieve what is expected.
- **Diligence and control**
Manages teams and own duties in line with set expectations and policy and/or regulatory considerations. Ensures corrective action is taken where necessary.
- **Developing self and other**
Takes time for own personal and professional development as well as supporting development needs of team members. Ensures self and team members have a Personal Development Plan to help achieve goals.

Our Values



We are inclusive

We know that communities and organisations are stronger when everyone can participate and work to increase inclusion.



We are ambitious

We believe in the power of community and connection and are ambitious for its potential. We support people and communities to shape the future and lead change.



We are impact focused

We are inspired by communities and learn with them. We listen, reflect and use evidence to improve knowledge, inform action and increase impact.



We are adaptable

We welcome and embrace new ideas and ways of working.



We are compassionate

We work with care consideration and humility.