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| **Job Title** | Consultant 1 - BI | **Job Family** | Zellis Customer Solutions |
| **Grade** | Level 2 | **Reports to** | Service Manager - BI |
| **Location** | Kochi (Hybrid) | **Team Size** | Direct – 0Indirect reports - 0 |

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| About the role: |
| At Zellis, we have big ambitions, and our Services division is at the heart of them. A key part of this ambition is the growth of its Business Intelligence Consulting Team and this has created an exciting opportunity for a dedicated, ambitious, and analytical BI consultant. You’ll be a key member of a proactive team, delivering customer funded consultancy for reporting and management information on our ResourceLink solution, as well as a variety of other systems. The work ranges from the development of operational reports, conversion of reports from existing platforms to our Zellis HCM cloud solution. Our customers use a variety of Business Intelligence technologies including Zellis’ integrated reporting tools (Resourcelink Reporting Services (RRS) and Microsoft Power BI) as well as IBM Cognos Analytics or SAP Business Objects (BO) and SQL Server Integration Services (SSIS)This role will have focus on report conversion, building complex SQL queries for preparing transformed analytical datasets and designing sophisticated reports through to the unit testing and handover.Key success measures for the role will include delivering chargeable consultancy. This role provides variety, a learning opportunity, and the chance to be part of a growing team with an exciting future in market leading analytics. This role have an opportunity to grow as a point of contact for funded consultancy which includes requirement gathering, customer interaction and training sessions. |
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| **Role Accountabilities and responsibilities:** |
| **In this role your key responsibilities will be:*** Prepare complex SQL queries to extract data from complex operational databases and transform into analytical datasets
* Write and update technical BI report specifications, report trackers and issue logs
* Convert complex SQL queries and CTEs from Oracle PSQL into Microsoft SQL Server TSQL and AZURE
* Convert existing Cognos reports to Jasper Reports by converting to ORACLE or SQL-server code.
* Performance tune SQL queries and reports
* Create technical specifications and build operational reports using Jasper Studio
* Carry out unit testing of new and amended BI content before release to customers
* Ensuring you maintain your personal development and continuous improvement in Zellis’ products and services, including best practice operating processes and industry.

**Essential Skills:*** Experience in BI and Analytics: Minimum 2 years
* A proven track record in reporting and data analysis tools using ORACLE or SQL server.
* Experience at building complex SQL queries (e.g. CTEs, sub queries, pivot queries etc) using a SQL development
* Can demonstrate how these SQL skills are used in manipulating and cleansing data for the purposes of reporting and analysis
* Knowledge of SQL profiling and analysing query execution plans to help optimise queries.
* Strong analytical capability with an inclination for problem solving
* Excellent communication skills particularly written and verbal in English
* Excellent teamwork skills
	+ Highly cooperative and yet self-sufficient
	+ The ability to work well with others as well as independently
	+ Action oriented and collaborative team player
	+ Self-motivated, proactive, accountable with continuous learning approach; willing to learn and understand evolving technologies.
	+ Ability to multitask in an ambiguous environment.
	+ A high level of attention to detail
	+ Have a reputation for honesty and accuracy that reinforces the sense of urgency that must be conveyed

**Desirable Skills*** Experience of BI reporting in an HR and Payroll Dept/Division
* Existing knowledge of ResourceLink’s tables and data structures, specifically around base tables (HR, Payroll and Pensions), Leave Management, PDR, Time and Attendance, MyView, Expenses.
* Knowledge of Tibco Jaspersoft Report Studio/Ad-hoc
* Detailed knowledge of one or more - IBM Cognos 7 Impromptu, Cognos Business Analytics 10/11, Business Objects 4.x
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| Special Circumstances / Other Requirements e.g. travel requirements, working arrangements etc |
| This role may on occasion require flexible working hours compatible with UK in order to meet some critical delivery timescales.  |

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| About Zellis |
| **Zellis is the leading provider of payroll and HR solutions for the UK and Ireland.**Together with Benefex and Moorepay, we form the Zellis Group, serving a vast array of companies across every vertical and industry.**Our purpose** is to make people feel appreciated for the work they do – through precision, choice, and magic.**Our history**We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout. More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.**Our vision**Our vision is to be the clear leader in pay, reward, analytics, and people experiences. There’s nothing more important to us than building trusting and beneficial relationships with our customers, using our size, scale, and breadth of experience to offer tailored solutions that precisely meet their business needs.We design solutions that keep our customers ahead of change as they navigate the regulatory complexity and workforce uncertainty which exists in today’s business landscape. At the heart of everything we do are our highly qualified payroll and HR experts, who are committed to delivering first-class customer service at all times.**We’re proud of our culture**At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.**Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.Text  Description automatically generated |