



**JOIN OUR TEAM. UNLEASH YOUR FULL POTENTIAL. DEFY NORMAL.**

## **BUSINESS INTELLIGENCE ANALYST**

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<b>Organization:</b>	Plan International Canada
<b>Reports to:</b>	Senior Manager, Business Solutions
<b>Location:</b>	Toronto (Mount Pleasant and Eglinton)
<b>Status:</b>	Full-time, Permanent

### **About You**

Are you passionate about equal rights for all children and equality for girls? Can you see yourself being an integral member of a team that works towards transforming lives in developing countries?

This position provides business intelligence reporting and database design support to our Operational and International Programs internal business partners. You will be responsible for helping them optimize and enhance our information and empower them to deliver a superior customer experience.

The key objective of this role is to work with our business stakeholders to translate their requirements into the database design and business reporting solutions to assist them in delivering their critical message in a timely and impactful manner. Your role is a key enabler to strengthen Plan International Canada's commitment to harness information technology and support our growth within the not-for-profit space.

### **The Position**

#### Report Delivery

- Develop management and operational reports, design campaign analysis and modify existing reports for business decision making.
- Leverage BI skills and database knowledge to deliver high quality reporting.
- Collaborate and work with business partners to bridge technical and business knowledge.
- Facilitate iterative reporting requirements and design.
- Prepare and maintain appropriate documentation.

### Data Warehouse Maintenance and Architecture

- Design and develop database models, ETL engines and OLAP cubes using BI technologies and concepts.
- Understand current architecture and configure a scalable and robust environment for future needs.
- Configure current environment to improve efficiency and automate routine task times.
- Coordinate or perform database administration and data warehouse refresh.
- Troubleshoot issues to resolution.

### Projects and Processes

- Create data solutions to support business requirements for targeted initiatives as well as analytics.
- Validate data quality and accuracy and apply tracking codes for meaningful campaign analysis.
- Automate operational process changes ensuring end to end testing from an information management perspective using defined project management approach.
- Conduct specific training as required.
- Provide end user support and documentation.

### **What does success look like?**

- Demonstrating an action-oriented approach to application support, enterprise data and business intelligence.
- Ability to work with business partners to transform ambiguous requests into clear and concise reporting requirements.
- Consistently applying sharp technical knowledge of query tools, analysis and report delivery systems.
- Ability to develop a customer service culture within the team and ensuring the team is well equipped for success.
- Thriving in a fast paced, dynamic environment.

### **As our ideal candidate you will have:**

- A university degree/ college diploma in information management, computer science or relevant discipline i.e. data analyst/management or equivalent professional experience
- Proven track record of information management supporting large database environments from a data analyst and reporting/metrics perspective
  - Exposure to financial systems (e.g. Great Plains) an asset
- Familiarity with multi-dimensional structures, modeling, design, and technologies
- Able to easily develop and maintain analytical cubes using SQL Server Analysis Services
- Expertise in developing reports using SQL Server Reporting Services (SSRS), and maintaining database views associated with reports
- Demonstrable experience developing and maintaining ETL packages using SQL Server Integration Services (SSIS)
- Exposure to applications such as Power BI, Tableau, or other BI solutions considered an asset
- Experience with Blackbaud applications (Blackbaud e-CRM or Raiser's Edge) and previous experience working with a non-profit organization would be an asset

- Exceptional customer service approach; results-driven and metrics focused with a passion for continuous improvement
- Excellent analytical and troubleshooting skills
- Ability to manage multiple activities and prioritize according to importance and impact
- Personal values consistent with those of Plan International's organizational values

### **Why a career with Plan International Canada?**

Are you ready for an opportunity to join one of the largest not for profit organizations in the world? Are you excited about playing an important role in positively impacting the future of millions of children and families globally?

Plan International Canada is a member of a global organization dedicated to advancing children's rights and equality for girls. We are calling on all Canadians to Defy Normal: to take a stand anywhere children are oppressed, exploited or left behind and girls aren't equally valued. Together, we can create a world where all unleash their full potential.

We support children's rights from birth until they reach adulthood. And we enable children to prepare for – and respond to – crises and adversity. We drive changes in practice and policy at local, national and global levels using our reach, experience and knowledge. We have been building powerful partnerships for children for over 80 years and are active in more than 70 countries.

Our unique culture fosters a supportive, flexible workplace where employees are encouraged to bring their whole selves to work. Join our high performing, diverse team and change your career...positively impact the world! Further information can be found at: [plancanada.ca](http://plancanada.ca).

### **How to apply:**

To express interest in this exciting opportunity to join a dynamic organization and a high performing team please forward your resume and cover letter to [gethired@plancanada.ca](mailto:gethired@plancanada.ca). Please reference **BI Analyst** in the subject line. **Review of applications and interviews will take place on a rolling basis.**

Plan International Canada is an inclusive workplace, and is committed to championing accessibility, diversity and equal opportunity. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the bona-fide requirements for the open position. Applicants need to make their requirements known when contacted.

Consistent with our Safeguarding Policy the successful candidate must receive clearance by a police background check, including the vulnerable sector screen.

Applicants must be eligible to work in Canada for the duration of the work term. Proof of eligibility will be required.

Plan International Canada sincerely thanks all applicants for their expressed interest in this opportunity however only those selected for an interview will be contacted. No phone calls please.

**Thank you for your interest in a career at Plan International Canada!**