

SENIOR BUSINESS INTELLIGENCE DEVELOPER

Position Summary:

The Senior Business Intelligence Developer designs, builds, and scales College Ave's enterprise reporting and analytics portfolio, with Tableau as the primary visualization and delivery platform. Leveraging 5+ years of advanced SQL and BI experience, this role transforms raw data into actionable insights through high-impact Tableau dashboards. Partner with business leaders across marketing, operations, finance, risk, and compliance functions to deliver insights that drive decision-making in a highly visible, flat organization, while supporting underlying data modeling and data engineering that enables fast, scalable analytics.

Team:

The Senior Business Intelligence Developer sits within the Chief Operations Officer's remit and reports directly to the Head of Data Engineering. This position falls within the function of Information Technology.

Responsibilities:

Reporting Development & Automation

- Build, enhance, and maintain interactive dashboards and reports in Tableau as the primary visualization and delivery platform to track volume, performance, forecasting, and other critical KPIs.
- Design and manage curated Tableau data sources and semantic layers backed by Databricks Delta tables to support scalable, self-service analytics.
- Automate data pipelines, report workflows, and refresh cycles using Databricks (Spark SQL, Delta Lake, and Python), ensuring stakeholders always have access to timely, reliable insights.
- Develop and optimize data transformations and models using Databricks SQL and Spark SQL, leveraging Delta Lake for performance, scalability, and maintainability.

Ad-hoc Analysis & Business Partnership

- Field and prioritize ad hoc data requests with a sense of urgency, translating ambiguous questions into clear, actionable insights delivered through Tableau.
- Translate business concepts into analytic requirements, leveraging Tableau and Databricks-backed data models to surface trends, anomalies, and opportunities for process improvement.
- Present findings through clear, compelling data storytelling in Tableau, tailored to audiences ranging from frontline managers to senior leadership.

Platform Administration & Governance

- Administer and optimize Tableau Server, including managing permissions, data sources, and scheduled workflows to ensure high availability ($\geq 99.9\%$) and performance.

- Contribute to data governance by documenting Tableau assets, metric definitions, and data lineage, ensuring consistency and trust across the analytics ecosystem.

Experience & Qualifications:

- 5+ years working with SQL and relational data modeling, including experience with Databricks SQL, Spark SQL, or comparable modern cloud-based data platforms.
- 3+ years developing BI solutions in Tableau as the primary visualization and delivery platform.
- Hands-on experience working with Databricks (Delta Lake, Spark SQL, and/or Python) or other modern SQL-based data environments, supporting analytics and reporting workflows.
- Demonstrated success managing an end-to-end reporting and analytics portfolio, from requirements gathering to production delivery.
- Proficiency with ETL and ELT concepts and modern data transformation practices within cloud-based data platforms.
- Familiarity with statistical methods and forecasting techniques.
- Proven ability to manage multiple priorities and deadlines in a fast-paced environment.
- Bachelor's degree in Analytics, Information Systems, or a related field.

Core Competencies

Business Intelligence • Data Visualization • SQL & Performance Tuning • Report Automation • Data Storytelling • Stakeholder Engagement • Time Management • Continuous Improvement

Nice to Have

General Data Engineering (Pipeline Development, Data Modeling, Optimization) • Python for Data Engineering • ETL & ELT Pipeline Design • Reporting Layer & Semantic Modeling • Data Engineering Best Practices • Workflow Orchestration • CI/CD for Data Pipelines • Data Governance & Quality Frameworks • BI Tools Beyond Tableau • Advanced Analytics & Machine Learning Exposure

Job Type: Full-time

Location:

This position is based out of our Wilmington DE office. It is required to be in-office three days a week (Monday, Tuesday, Wednesday), with the option of working remotely on Thursday and Friday.

To Apply: Please submit your resume to jobs@collegeave.com