

Senior SAP BO/BI Developer

JOB SUMMARY

Covalent Solutions (Covalent) is seeking a mission driven, highly motivated and collaborative **Senior SAP BO/BI Developer** who is truly excited about building great products to support one of our clients at the National Institutes of Health (NIH). As a **Senior BO/BI Developer**, you will apply your skills and expertise to create analysis to guide the organization in making data driven decisions.

This opportunity is full-time with Covalent and is on-site in Bethesda, Maryland.

DUTIES AND RESPONSIBILITIES include, but are not limited to:

- Work with the project manager to define success metrics and criteria.
- Ensuring the program/project meets success parameters and business objectives stated in the project plan and charter.
- Providing transparency and communication on project status and risks to project stakeholders.
- Designing, developing, and managing business intelligence solutions using SAP's suite of BO/BI tools.

QUALIFICATIONS

Education

- Bachelor's or Master's in Computer Science, Computer Engineering or Electrical Engineering
- Desired Certifications:
 - SAP Technology Consultant Professional

Work Experience

- 8+ Experience with Agile methodology.
- 8+ years of the following
 - **Requirement Analysis:** Collaborating with stakeholders to gather and understand business requirements for reporting and analytics. Translating these requirements into technical specifications.
 - **Data Modeling and Design:** Designing data models, schemas, and data marts to support reporting and analytics needs. This involves creating and maintaining the underlying data structures in databases and data warehouses.
 - **Universe Design:** Developing and maintaining Universes using the Universe Design Tool (UDT) or Information Design Tool (IDT). Ensuring that Universes are optimized for performance and meet user requirements.
 - **Report Development:** Creating and maintaining reports and dashboards using SAP Business Objects tools such as Web Intelligence (Webi), Crystal Reports, and SAP Lumira. Ensuring reports are accurate, efficient, and user-friendly.
 - **ETL Processes:** Designing and implementing Extract, Transform, Load (ETL) processes to gather data from various sources, transform it into a usable format, and load it into data

- warehouses or data marts.
- **Performance Optimization:** Ensuring the performance and scalability of BI solutions. This includes optimizing queries, data models, and reports to improve performance and reduce load times.
 - **Data Integration:** Integrating data from various internal and external sources, including ERP systems (like SAP ECC), CRM systems, flat files, and other databases. Ensuring seamless data flow and integration.
 - **Security and Access Control:** Implementing and managing security measures to protect sensitive data. Setting up user roles and access controls to ensure that users have appropriate permissions.
 - **Testing and Debugging:** Conducting thorough testing of BI solutions to ensure accuracy and reliability. Debugging and resolving issues related to data, reports, and system performance.
 - **Documentation:** Creating and maintaining documentation for BI solutions, including data models, Universes, reports, and ETL processes. Ensuring that documentation is up-to-date and accessible to relevant stakeholders.
 - **User Training and Support:** Providing training and support to end-users to help them effectively use BI tools and understand reports. Creating user guides and conducting training sessions.
 - **Collaboration:** Working closely with other IT professionals, including database administrators, data analysts, and software developers, to ensure the BI environment is stable, reliable, and meets business needs.
 - **Continuous Improvement:** Staying updated with the latest developments in SAP Business Objects and BI technologies. Continuously seeking ways to improve existing solutions and develop new features that meet evolving business needs.
 - **Project Management:** Managing BI projects, including planning, scheduling, and coordinating tasks to ensure timely delivery of BI solutions. Communicating project status and issues to stakeholders.
 - **Quality Assurance:** Implementing best practices for data quality and validation. Ensuring the accuracy and consistency of data across reports and dashboards.

COMPETENCIES

Professionalism:

- Sharp eye for detail.
- Proven ability to manage multiple tasks concurrently and in different phases of work at the same time. Flexibility and adaptability to perform in a fast paced and dynamic environment. Context-switching does not bother you.
- Effectively collaborates and influences people at all levels in the organization through strong interpersonal and communication skills.
- Highly organized with strong time-management skills.
- Ability to manage conflict and drive resolution.

- Focused on results, proactive, service oriented
- Can focus on both high level and detail level, knowing which is appropriate for the situation.
- Ability to self-direct and manage ambiguity.
- Ability to take in a lot of disparate information and find common themes, recommend clear paths forward and iterate.
- Motivated by professional rather than personal concerns.
- Show persistence when faced with difficult problems or challenges.
- Naturally curious about things you don't understand and actively look for opportunities to grow and learn from those around you.

Communication:

- Actively participate in meetings and be willing to advocate for what you believe in. Provide thoughtful, constructive review of others' work, knowing that everyone is working towards the same objective.
- Superior written and verbal communication skills. You can always articulate the "why" behind your solutions.
- Listen to others, correctly interpret messages from others and respond appropriately.
- Ask questions to clarify, and exhibit interest in having two-way communication.
- Tailor language, tone, style and format to match the audience.
- Demonstrate openness in sharing information and keeping people informed.
- Speak intelligently about a wide variety of topics but know when to say, "I don't know."

Teamwork:

- Work collaboratively with colleagues to achieve organizational goals.
- Place team agenda before personal agenda.
- Support and act in accordance with the final group decision, even when such decisions may not entirely reflect your own position.
- Share credit for team accomplishments and accept joint responsibility for team shortcomings.

Accountability:

- Take ownership of all responsibilities and honor commitments.
- Deliver outputs for which you have responsibility within prescribed time, cost and quality standards.
- Operate in compliance with organizational regulations and rules.
- Take personal responsibility for your own shortcomings, where applicable.

**If you are interested, please send your resume to
jobs@covalentsolutions.com.**

