

Senior Tableau Developer

JOB SUMMARY

Covalent Solutions (Covalent) is seeking a mission driven, highly motivated and collaborative **Senior Tableau 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 Tableau 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.
- Analyze and understand pre-existing dashboards and analysis so that they can be maintained and enhanced based on user needs.
- Design and implement new dashboards and analysis to aid the organization in data driven decisions.

QUALIFICATIONS

Education

- Bachelor's or Master's in Computer Science, Computer Engineering or Electrical Engineering
- Desired Tableau Certifications:
 - Desktop Specialist
 - Data Analyst
 - Server Associate
 - Consultant
 - Architect

Work Experience

- 8+ Experience with Agile methodology.
- 8+ years of the following
 - **Data Analysis:** Gathering, analyzing, and interpreting complex data sets to provide insights and support business decision-making processes.
 - **Requirement Gathering:** Working closely with stakeholders, including business analysts, project managers, and end-users, to understand their data visualization and reporting needs.
 - **Dashboard Development:** Designing, developing, and maintaining interactive dashboards and reports using Tableau. This includes creating visualizations that effectively communicate data insights.

- **Data Preparation:** Preparing and transforming data for analysis. This involves cleaning, aggregating, and organizing data from various sources to ensure it is ready for visualization.
- **Data Integration:** Connecting Tableau to different data sources such as SQL databases, Excel files, cloud services, and other data storage systems. Ensuring seamless data flow and integration.
- **Performance Optimization:** Ensuring the performance and scalability of Tableau dashboards. This includes optimizing queries, managing data extracts, and using best practices to improve dashboard performance.
- **User Training and Support:** Providing training and support to end-users to help them understand and utilize Tableau dashboards and reports effectively. This may include creating user guides and conducting training sessions.
- **Troubleshooting and Debugging:** Identifying and resolving issues related to data discrepancies, dashboard functionality, and performance. Debugging and troubleshooting technical problems as they arise.
- **Collaboration:** Working collaboratively with other team members, such as data analysts, data scientists, and IT staff, to ensure data accuracy, integrity, and consistency across the organization.
- **Documentation:** Creating and maintaining documentation for Tableau dashboards, data sources, and processes. Ensuring that documentation is up-to-date and accessible to relevant stakeholders.
- **Security and Compliance:** Implementing security measures to protect sensitive data. Ensuring that data visualizations and dashboards comply with organizational policies and industry regulations.
- **Innovation and Improvement:** Staying updated with the latest features and best practices in Tableau and data visualization. Continuously seeking ways to improve existing dashboards and develop new visualizations that meet evolving business needs.
- **Project Management:** Managing projects related to Tableau development, including planning, scheduling, and coordinating tasks to ensure timely delivery of data visualization solutions.
- **Quality Assurance:** Conducting quality checks to ensure the accuracy and reliability of data presented in Tableau dashboards. Implementing best practices for data validation and verification.

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.