Selection Criteria – Skills / Experience / Other Requirements

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| *Guide to Essential skills and experience. As a guide to answering the skills and experience criteria, you could explain:* | |
| *1. What the situation was 2.The work the specialist or team completed 3 What the results were* | *You can reuse examples if you wish.  You must have all essential skills and experience to apply for this opportunity.  Note: 500 words max per each Criteria* |

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| **ESSENTIAL CRITERIA** |
| **Criteria 1**   * Good query/ SQL skills * Hands on experience in analytics tools like SAS |
| Response (no more than 500 words)   * I have been using SQL on a daily basis for the last 7 years.. including some large datasets; Dominos Pizza, Mastercard &HSBC at a transactional level (approx. 100 million records) , Equifax Credit Bureau at an individual level (over 25 million records). This require a degree of query optimization * I have succsfully completed a 5 day workshop at SAS headquarters in melbourne which awarded me the following two certificates; “Getting Started and Predictive Modeling Using SAS InMemory Statistics Course” and “Predictive Modeling Using SAS® High-Performance Analytics Procedures Course” |
| **Criteria 2**   * Ability to understand and document business processes and relevant dataflows * Ability to critically investigate complex data relationships and business rules. |
| Response (no more than 500 words)   * My recent career as a Contractor has allowed me to further develop me skills and ability to join a project team and quickly understand how the business operates in terms of ways of working, how teams are structured who the correct people are to approach to a better understanding requirements * As I am employed in these projects to one day hand over my work to BAU processes, it is part of my role to ensure the processes are well documented for ease of transition in to the next phase of the project * AS a BI analyst, a large part of my role is centered around data and how it extracted and merged between systems; defining the meta data * In terms of understanding complex data relationships and business rules, in many of my roles (Equifax, Prospa, Mastercard and Woolworths) I have worked wide a range of complex datasets that can be all linked together but you need to have a deep understanding of the types of data and how it is structed and how to link them on multiple joining keys and levels of granularity   + For example, we get rosters from Kronos systems, which need to be merged with employee data from WorkJam, wages from SAP and then overlaid with business KPI’s based on various GCP databases that contain; sales, transactions, Voice of Customer and Sales forecasts |
| **Criteria 3**  Assist external teams to navigate their way in the SAS/EDW for their data analysis |
| Response (no more than 500 words)   * As mentioned earlier, during my contracting roles I have been required to get up to speed quickly on the structure of an organizations Data Warehouses. This has given me the ability to broading my knowledge on the typical types of Data Warehouses and how to navigate them. * Since my time at Equifax I have been a senior on the team, which means that I have had to pass on knowledge and help more junior team members or members for other teams. This has been a natural role for me in terms of communicating to others how to get and understand the information they require * My background is in data analysis which gives me an understanding of the type of information that is required and the optimal format they need it in |
| **Criteria 4**   * Help developers identify data and business stakeholders * Clarify complex business concepts for data developers * Confirm and review designs and output when required |
| Response (no more than 500 words)   * As part of my current role as a Tableau Developer I am required to speak with the end users, for example Head of Finance, understand their reporting requirements and then document the data requirements and assist the data developers integrate the solution (data model) into the Data Warehouse * Part of my role is to understand and translate the end users requirement into an actionable item for the data developers. For example, the end user wanted to visualize the store’s roster as a chart not a table. It was my role translate that request into a data requirement and create the “labour demand line” as a visual chart * When I build a Business Intelligence reports (dashboards), I use the agile framework; Design, Build, Test and review. Review is a critical part of the process as it allows the stakeholders the ability to start using the end product and make refinements along the way. Collaboration is important as the end product will always be more fit for purpose than creating a solution in a ‘Silo’ |
| **Criteria 5**  Good understanding of data warehousing (Teradata) and data modelling concepts |
| Response (no more than 500 words)  **Data Warehousing** through my daily use working with data I have built up an extensive knowledge of concepts and via my contracting experience and developed an understanding of best practices as I have worked in various startups / FinTech’s, credit card companies and Supermarkets. Along the way I have learnt first hand best practices from high quality organisations  **In my spare time I have a personal interest in Geo-Spatial data and wanted to expand my skills. So I turned my home PC into a SQL server and built a data warehouse from the ground up. Leveraging data from G-NAF (Geoscape Geocoded National Address File) from data.gov.au and overlaying demographic variables from the Australian Bureau of Statistics (ABS). I created a visual dashboard of Australia that was more granular that a postcode (Meshblock) that listed all ABS statistics**  **During my time at society one I was part of the Team that built the Data Marts for reporting. This involved moving raw data from production, which contained many tables (Snow Flake Schema) through an integrated ETL process that simplified the data into a simple star schema that was ready for analyst to consume for reporting. As I was a junior on the team at the time, the majority of my work include testing the data by**   * **Querying tables to ensure accuracy between raw data layer, staging, business layer and datamart** * **Testing business logic** * **Writing queries for All Marketing reporting (including Direct mail campaigns), board level reporting and customer service reports**   **Since then, I have implemented the principles of Data warehousing (keys, indexes, joins, cleansing) on a regular basis** |
| **Criteria 6**  A positive contemporary attitude to people with disability |
| Response (no more than 500 words)   * Of course I do! I just don’t know how to demonstrate this * During my time at high School (year 10), I volunteered one afternoon per week as a Teachers Aid at The Woden School (in Deakin, ACT). Where I helped helped students with disability with their class work and played activities with them at lunchtime * As a parent, i am more acutely aware that I need to be a positive role model and to ensure that I act in a way that is inclusive and non judgmental of others |
| **Criteria 7**  Like working in a team and are able to adapt quickly in a changing environment |
| Response (no more than 500 words)   * I have always worked well in teams and have made some long term relationships with the people that I have worked with, and still keep intouch with many colleagues after we have stopped working together * I have worked with teams from many diverse backgrounds and my personality is flexible making me able to relate well with others * As a contractor, I am used to having to adapt quickly to new environments and way of working * During my time at Equifax I lead a team during a transition in the agile methodology way of organizing work. This transition proved to be very successful with the rollout leading to increased amount of projects completed by the team within timelines. This was achieved by the team and myself by embracing change and the team being able reprioritize workloads |
| **Criteria 8**   * Ability to communicate effectively and produce clear, accurate documentation * Ability to independently work with business leads to extract business logic and interpret in terms of data impact. |
| Response (no more than 500 words)   * The roles at MediaCom and Equifax were both in a consulting capacity. This means that I was required to not only develop the solution but also document the process behind the solution and present these to the client. Additionally, once the framework was finalized, I would train junior analsts to take over the process ensuring that they were following the documentation that I had developed * Additionally, while working on the Dominos new Site Development project I worked with the following team within dominos; Marketing, head of Franchise development, Mapping analysts and the Project Development team. I would communicate with these teams via email, fortnightly calls and documentation of the methodology. * In my current role at Woolworths, I developed the Project Implementation dashboard that tracked the performance of the automated rostering rollout to all woolworths stores. My role was to develop the Proof of concept (POC) dashboard that would get made into the BAU reporting solution.   + This meant that I needed to work with various business leads to understand what they needed to know in order to improve/optimize the auto scheduler |
| **Criteria 9**   * Demonstrate strong commitment to quality * Good multi-tasking, and time-management skills * Ability to work under pressure |
| Response (no more than 500 words)   * Ensuring data and results are high quality, reliable and accurate is always the most import part of my role. * Through my consulting positions I have had lots of exposure to delivering my results to external clients. I take pride in knowing that the results are both accurate but also delivered in a high quality product (either as a presentation, report or dashboard). When dealing with high profile (tier one) clients, every detail is important * Most of the time I am working concurrently on various projects that are at different stages of development. This was even more true when I was managing a team of analysts that also had their on projects that I needed to be across. I found that having a good framework (and following this framework) to manage these tasks, such as the agile methodology and using a project management tool such as JIRA, helps keep these projects on track. As well as having my own system to manage notes, emails, to-do lists ensures that I don’t miss (or forget to follow up on action items) is essential. For this I use OneNote – which gives me the ability organize all my needs in one place in a systematic way * I like working on long term projects where I can plan and work towards outcomes continuously. But I also enjoy some pressure in my role as it energises me and ensure that I am ‘kept on my toes’ |