Job Code: DATAENGR

Role Definition

Work with Technical and business team to understand the business requirements, functional and technical specifications

Responsibilities

- Design, code and maintain new and existing complex SQL stored procedures and functions. Review SQL code written by other developers to ensure compliance to coding standards and best practices as well as maximum performance.
- Work with other engineers to troubleshoot, repair and performance tune databases. Perform data analysis and data profiling tasks to provide support and recommendations for development and design decisions.
- Create SSIS packages for data transformation, cleansing, caching, aggregation, staging, and transfer. Define, prepare, execute and implement data validation and unit testing methods to ensure data quality.
- Troubleshoot problems that may come up with database environments: performance issues; replication issues; or operational issues. Maintain re-useable development standards that help implement each solution and/or enhancements to existing systems to meet current and future needs.

Job Requirements

Education Requirements

Bachelors

Experience Requirements

- 3+ years working with relational DBs in a production environment, Microsoft SQL Server versions, and SSIS packages
- 3+ years experience working in an Agile/SCRUM environment required

Enterprise Infrastructure Data

Business Function

IT and Operations

Business Unit

Centers of Excellence, and Consumer IT

Job Family Memberships

840 Centers of Excellence

Possible Cost Centers

0000 Default (For all Departments except Commercial Banking & Axos Clearing)

Position Level

Non-Officer

Management Position:

No

FLSA Status

Exempt

EEOC Job Classification

Professionals

NAICS Worker's Comp Code

- 8810
- 953
- 4904
- 561110

Job Role Type

Operational

Compliance Code

- Centers of Excellence
- IT Group

IT Hardware Assignment

Desktop Computer

Criteria Assessment Type

Specialty Knowledge Staff

BGCheck Package:

Below VP Level

Job Function / Family

Technology : Holds all of the Technology job profiles for the enterprise.

Role Classification

Job Band
Team Leadership; Technical Professional
Difficult technical tasks; Implementation experience; Self-sufficiency; Small project responsibility; Technical supervision

Job Focus
Business
Focus on business activities

Job Focus
Technical
Focus on technical activities that require specialized knowledge

Legend

 Low priority   Normal priority   High priority   Not assessable

Functional

Technical competencies by functional area for general functions in the organization.

Information Technology	1	2	3	4	
Data Architecture	☐				Basic Understanding High Priority
Data Movement Tools		☐			Working Knowledge High Priority
Data Warehousing		☐			Working Knowledge High Priority
ETL Process		☐			Working Knowledge High Priority
Information Assurance	☐				Basic Understanding High Priority
Information Security Management	☐				Basic Understanding High Priority
Query and Database Access Tools		☐			Working Knowledge High Priority

Competency Descriptors

Information Technology

Data Architecture: Knowledge of processes, techniques and factors that affect data architecture; ability to design blueprints on how to integrate data resources for business processes and functional support.

★ **Required level: Basic Understanding (1)**

Required level priority: High
- Identifies the processes, standards and principles of data architecture.
- Discusses the techniques and tools used in building and designing data architecture.
- Describes any constraints or influencing factors that effect data architecture design.
- Lists the elements of data architecture (e.g. administrative structure, data store methodologies).

Data Movement Tools: Knowledge of data movement tools; ability to utilize tools to move (including extract, transform and load) an organization's electronic data.

★ **Required level: Working Knowledge (2)**

Required level priority: High
- Assists in collecting and preparing departmental needs for data transformation.
- Communicates with department to implement data loading activities.
- Supports a department's data movement project from inception to completion.
- Participates in a data extraction process for a department.
- Implements data movement processes by using data extraction, transformation and load tools.

Data Warehousing: Knowledge of how to collect data from different information sources and distribute them to users; ability to simplify information systems and make sound business decisions.

★ **Required level: Working Knowledge (2)**

Required level priority: High
- Utilizes data warehousing tools and techniques.

- Assists with data planning, sourcing, collection and transformation.
- Ensures the stability and effectiveness of an organization's data repository by following organizational guidelines.
- Assesses various information systems which provide data to an integrated repository.
- Addresses user needs from an organization's data warehouse.

ETL Process: Knowledge of the extraction, transformation and loading (ETL) process; ability to develop a database through the ETL process.

★ **Required level: Working Knowledge (2)**

Required level priority: High
- Ensures the accuracy and effectiveness of data provided for the warehouse.
- Loads selected data into the warehouse on a regular basis.
- Derives necessary business or technical information from original data.
- Acquires a large amount of data from different sources/systems.
- Solves technical and administrative problems during the ETL process.

Information Assurance: Knowledge of information security; ability to protect information and information systems while ensuring their confidentiality, integrity and availability.

★ **Required level: Basic Understanding (1)**

Required level priority: High
- Identifies common information assurance tools in the market place.
- Cites uses of information assurance within the organization.
- Describes the steps or procedures involved in general information assurance.
- Defines basic terms, functions and components of information assurance.

Information Security Management: Knowledge of the processes, tools and techniques of information security management; ability to deploy and monitor information security systems, while detecting, controlling and preventing violations of IT security.

★ **Required level: Basic Understanding (1)**

Required level priority: High
- Identifies tools and facilities used for maintaining corporate data as a critical resource.
- Describes types of potential threats, public alerts and the use of early warning systems.
- Cites examples of common information security breaches.
- Recognizes types of information needing protection and security.

Query and Database Access Tools: Knowledge of data management systems; ability to use, support and access facilities for searching, extracting and formatting data for further use.

★ **Required level: Working Knowledge (2)**

Required level priority: High
- Defines, creates and tests simple queries by using associated command language in a specific environment.
- Applies appropriate query tools used to connect to the data warehouse.
- Obtains and analyzes query access path information and query results.
- Employs tested query statements to retrieve, insert, update and delete information.
- Works with advanced features and functions including sorting, filtering and making simple calculations.

Axos Core Competencies

Contains the Axos Enterprise core competencies that are mandated by CEO to be present on all established job profiles. Includes 4 team member competencies plus 1 additional for managers.

Team Member Competencies [Required for all Job Profiles]	1	2	3	4	
Drives Results			☐		Level 3 High Priority
Honesty and Integrity		☐			Level 2 High Priority
Initiative		☐			Level 2 High Priority
Problem Solving		☐			Level 2 High Priority

Competency Descriptors

Team Member Competencies [Required for all Job Profiles]

Drives Results: Understanding of the criticality of getting things done in spite of current circumstances and the ability to utilize assigned resources and leverage back-channel resources (individuals or teams) to achieve or exceed planned outcomes.

★ **Required level: Level 3 (3)**

Required level priority: High
- Communicates a strong sense of urgency about solving problems and getting work done.
- Ensures time, resources, energy, and actions are focused on priorities that matter to the business.
- Makes effective use of resources not under own direct control.
- Rarely repeats mistakes; learns and adapts from prior errors.
- Reliably meets all team commitments, quotas, and goals.
- Takes risks in improving products and services while holding self and others accountable.

Honesty and Integrity: Knowledge of the importance of being a role model for honesty and integrity; ability to demonstrate sound business ethics and consistent adherence to and promotion of these in all business and personal transactions.

★ **Required level: Level 2 (2)**

Required level priority: High
- Explains corporate ethics, values, and codes of conduct to others.
- Demonstrates the courage to speak truth to power.
- Exhibits a personal standard of excellence marked by honesty and integrity.
- Maintains constancy in business relationships while considering multiple perspectives.
- Analyzes feedback from internal and external audiences about the organization's reputation.

Initiative: Being proactive and committing to action on self-identified job responsibilities and challenges; ability to seek out work and the drive to accomplish goals.

★ **Required level: Level 2 (2)**

Required level priority: High
- Identifies and exploits own strengths; minimizes limitations.

- Provides appropriate degrees of attention to both personal and professional priorities.
- Explains how own motivation relates to the workplace.
- Utilizes available tools or approaches for increasing knowledge of self-motivation.
- Learns and uses resources the organization has to assess and enhance team motivation.

Problem Solving: Knowledge of approaches, tools, techniques for recognizing, anticipating, and resolving organizational, operational or process problems; ability to apply knowledge of problem solving appropriately to diverse situations.

★ **Required level: Level 2 (2)**

Required level priority: High
- Identifies and documents specific problems and resolution alternatives.
- Examines a specific problem and understands the perspective of each involved stakeholder.
- Develops alternative techniques for assessing accuracy and relevance of information.
- Helps to analyze risks and benefits of alternative approaches and obtain decision on resolution.
- Uses fact-finding techniques and diagnostic tools to identify problems.