

Job Code: SDE

Role Definition

Design, code and maintain new and existing complex SQL stored procedures and functions

Responsibilities

- Work with other engineers to troubleshoot, repair and performance tune databases. Troubleshoot problems that may come up with database environments: performance issues; replication issues; or operational issues.
- Review SQL code written by other developers to ensure compliance to coding standards and best practices as well as maximum performance.
- 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.
- Perform data analysis and data profiling tasks to provide support and recommendations for development and design decisions. 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

- 5+ years' working with relational DBs in a production environment
- 5+ years' experience with Microsoft SQL Server
- 4+ years' experience in SSIS packages
- 2+ years' experience working in an Agile/SCRUM environment

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 Focus

Business

Focus on business activities

Job Focus

Technical

Focus on technical activities that require specialized knowledge

Job Band

First Line Management; Senior Professional

Team or technical supervision; Expertise and experience with complex technical activities; Project management and consulting

Legend

- ☐ Low priority
- ☐ Normal priority
- ☐ High priority
- ☐ Not assessable

Foundational

Business, Individual, Management and Leadership competencies for general functions in the organization.

Individual	1	2	3	4	
Active Learning			<input type="checkbox"/>		Extensive Experience High Priority
Technical Excellence			<input type="checkbox"/>		Extensive Experience High Priority

Competency Descriptors

Individual

Active Learning: Understanding the necessity for continuous personal growth and learning; ability to gauge one's strengths, limitations and interests accurately, and use this knowledge for purposes of performance effectiveness self-development.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Applies feedback and changes behavior accordingly.
- Learns new concepts, processes and tools applicable to the needs of the entire unit.
- Develops and monitors programs that integrate learning with practice opportunities.
- Helps others understand their learning styles and how to use them in self-development work.
- Maintains a network of professional contacts, internal and external.
- Demonstrates grasp of new information and its implications.

Technical Excellence: Knowledge of a given technology and various application methods; ability to develop and provide solutions to significant technical challenges.

★ **Required level: Extensive Experience (3)**

Required level priority: High

- Advises others on the assessment and provision of all technical solutions.
- Engages appropriate subject matter resources to effectively resolve technical issues.
- Mentors others to enhance their technical competence and its application to achieve more effective technical solutions.
- Coaches others in promoting, defining, analyzing, and providing superior technical solutions to business problems.
- Provides effective solutions to moderate technical challenges through strong technical competence, effectively examining implications of events and issues.
- Assumes accountability for personal technical performance and holds others responsible for theirs.

Functional

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

Information Technology	1	2	3	4	
Data Architecture		<input type="checkbox"/>			Working Knowledge High Priority
Data Movement Tools			<input type="checkbox"/>		Extensive Experience High Priority

Data Warehousing		<input type="checkbox"/>		Working Knowledge High Priority
ETL Process			<input type="checkbox"/>	Extensive Experience High Priority
Query and Database Access Tools			<input type="checkbox"/>	Extensive Experience High Priority
Technical Troubleshooting		<input type="checkbox"/>		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: Working Knowledge (2)**

Required level priority: High

- Participates in designing blueprints on how to structure, store and utilize data.
- Follows standards, processes and methodologies to develop each phase of data architecture (e.g. data manipulating processes, database technology generating processes).
- Selects criteria used to support data processing operations, data flow and the flow control system.
- Addresses stakeholder concerns by utilizing business data modeling, including data entities, attributes and their relationships.
- Performs administrative work and provides technical solutions for routine problems in data architecture projects.

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: Extensive Experience (3)**

Required level priority: High

- Educates others on the latest data movement tools used in the organization.
- Advises on advanced techniques for transforming an organization's core data.
- Supervises an organization's data extraction activities.
- Evaluates the advantages and disadvantages of an organization's data movement project.
- Oversees the analysis, design and development of transformation codes.
- Evaluates the effectiveness of data loading programs through professional group discussions.

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: Extensive Experience (3)**

Required level priority: High

- Determines the acceptance and rejection of data from a business/technical perspective.
- Manages a data warehousing project that involves ETL activities.
- Guides others on different methods (e.g. merging, splitting) of converting original data into required forms.
- Monitors data loading in diverse environments, such as replacing old data with new data.
- Supervises employees in complying with ETL policies.
- Evaluates ETL best practices within the industry to learn principles and applications.

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: Extensive Experience (3)**

Required level priority: High

- Writes, debugs and implements complex queries involving multiple tables or databases.
- Works with aggregate functions, complex joins, groupings, dynamic and embedded SQL's (Structured Query Languages).
- Teaches others about query optimization techniques and facilities.
- Consults on query optimization, interactive queries, testing and verification.
- Evaluates all major database access tools and functions for distributed databases.
- Compares and contrasts the benefits and drawbacks of various SQL products.

Technical Troubleshooting: Knowledge of technical troubleshooting approaches, tools and techniques; ability to anticipate, recognize, and resolve technical issues on hardware, software, application or operation.

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

Required level priority: High

- Discovers, analyzes, and resolves hardware, software or application problems.
- Works with vendor-specific diagnostic guides, tools and utilities.
- Handles calls related to product features, applications, and compatibility standards.
- Analyzes code, logs, and current systems as part of advanced troubleshooting.
- Records and reports specific technical problems, solving processes and tools that have been used.

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			<input type="checkbox"/>		Level 3 High Priority
Honesty and Integrity			<input type="checkbox"/>		Level 3 High Priority
Initiative			<input type="checkbox"/>		Level 3 High Priority
Problem Solving			<input type="checkbox"/>		Level 3 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 3 (3)**

Required level priority: High

- Builds trust with coworkers across organizational and functional boundaries.
- Promotes the employment brand as an ambassador of a great place to work.
- Models the highest ethical and business standards for the company.
- Promotes a safe, equitable, respectful environment in which ethical concerns can be addressed effectively.
- Recommends changes to business practices, methods, and policies that would further promote transparency.
- Ensures that individual and team actions build the organization's reputation for excellent business practices.

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 3 (3)**

Required level priority: High

- Cites personal examples of persistence in the face of difficulties.
- Takes calculated risks because of orientation to action.
- Promotes learning by sharing diverse scenarios in which a sense of urgency was critically important.
- Maintains sense of commitment to success, personal achievement and satisfaction.
- Proceeds without seeking unnecessary permission.
- Coaches others on leveraging their strengths in one environment and applying them to another.

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 3 (3)**

Required level priority: High

- Ensures capture of lessons to be learned from a problem-solving effort.
- Organizes potential problem solvers and leads problem resolution efforts.
- Uses varying problem-solving approaches and techniques as appropriate.
- Contributes to standard practices for problem-solving approaches, tools, and processes.
- Analyzes and synthesizes information and devises alternative resolution strategies.
- Develops successful resolutions to critical or wide-impact problems.