**About this job**

Description

Enclara Pharmacia is seeking a SQL Database Engineer who has extensive experience in working all aspects of designing, creating, and maintaining databases. Should also include client facing solutions in design, development, implementation, and management of databases. The SQL Database Engineer work assignments involve moderately complex to complex issues where the analysis of situations or data requires an in-depth evaluation of variable factors.

This is a remote position however the candidate must be able to accommodate working Eastern Time Zone hours.

Responsibilities

The SQL Database Engineer develops database solutions to address business requirements, ensuring system scalability, security, performance, and reliability.

Generally, has in-depth knowledge and expertise of database technologies, along with solid programming, design and system analysis skills. Understands department, segment, and organizational strategy and operating objectives, including their linkages to related areas. Makes decisions regarding own work methods, occasionally in ambiguous situations, and requires minimal direction and receives guidance where needed. Follows established guidelines/procedures and has experience in Agile Development.

Required Qualifications

* 3+years of experience with SQL Server
* Advanced knowledge in SQL and relational database models
* Documenting processes related to database design, configuration, and performance
* Experience with Agile, Continuous Integration, Continuous Deployment and leading project delivery
* Experience designing, developing, and testing of software applications and/or infrastructure
* Experience leading project delivery
* Must be passionate about contributing to an organization focused on continuously improving consumer experiences

Preferred Qualifications

* Experience working with data visualization tools (Power BI, Tableau, Qlik Sense, Qlik View)

Additional Information

Humana and its subsidiaries require vaccinated associates who work outside of their home to submit proof of vaccination, including COVID-19 boosters. Associates who remain unvaccinated must either undergo weekly negative COVID testing OR wear a mask at all times while in a Humana facility or while working in the field.

Work-At-Home Requirements

All Humana associates approved for the Home or Hybrid Home/Office work styles are required to self-provide wireless, wired cable or DSL access to the internet at the connectivity speeds required by the company to successfully perform their job with the exception of associates who live or work from home in the state of California, Illinois, Montana, or South Dakota. Connectivity requirements are detailed below.

Connectivity – Requirement Details

To ensure Home or Hybrid Home/Office associates’ ability to work effectively, the self-provided internet service of Home or Hybrid Home/Office associates must meet the following criteria:

* At minimum, a download speed of 25 Mbps and an upload speed of 10 Mbps is recommended to support Humana applications, per associate.
* Wireless, Wired Cable or DSL connection is suggested.
* Satellite, cellular and microwave connection can be used only if they provide an optimal connection for associates. The use of these methods must be approved by leadership.
* Humana will not pay for or reimburse Home or Hybrid Home/Office associates for any portion of the cost of their self-provided internet service, with the exception of associates who live or work from Home in the state of California, Illinois, Montana, or South Dakota.  Associates who live and work from Home in the state of California, Illinois, Montana, or South Dakota will be provided a bi-weekly payment for their internet expense.
* Humana will provide Home or Hybrid Home/Office associates with telephone equipment appropriate to meet the business requirements for their position/job.

My Questions:

1. What projects would this role be working on? What tools are available at its disposal?
2. What data sources is typical for this role? What does the data look like before ingestion? What kinds of transformations are typical? What/who consumes the data? What is the data used for?
3. **What is your management style like**? How often do you check in with direct reports?
4. What learning and development opportunities would someone in this role have? i.e. datacamp, trainings, **onboarding process**, resources, etc.
5. What project are you most proud of? What project would you like to work on but can’t at the moment?
6. How large are typical datasets?
7. What data privacy concerns are there?
8. Where do you see the person in this role 5 years from now?
9. What core value do you most identify with?
10. What do new employees typically find surprising after they start?
11. Is there anything that I should read before starting that would help me have a shared understanding with my colleagues?

About Pharmacia:

Largest Hospice Pharmacy Benefits Management services company

Core values: Compassion, Customer Focus, Creativity, and Collaboration

Timely and reliable medication access

Supports Enclarity (real time interactive dashboard/reporting tool)

Has educational resources for nurses with Relias Learning

Each hospice client receives an assigned clinical pharmacist manager who provides data-driven utilization insights