Position Summary

Enterprise Programmer Analyst II-Sr. Data Engineer

Purpose
Prepare data for analytical and operational uses to support diverse stakeholder needs throughout the CIBMTR, including—statisticians and data scientists, scientific directors and third-party partners. Design, develop and implement data-centric solutions aligned to the user needs, aware of diverse data structures and supporting data quality, efficiency and reliability.

Primary Functions
- Collaborate with data subject matter experts and technical professionals in mid to large size multidisciplinary projects as a lead, or as a key member of scrum team in support of data centric solutions.
- Work alongside subject matter experts to acquire deep understanding of data domains and data use to support user data analysis needs.
- Work with architects to design, build, test, implement and maintain architectures within a data ecosystem (relational databases, marts, lakes) that organizes and structures data for analytical or operational uses.
- Design, build, test and implement ETL, data pipelines and components that ingest, integrate, and aggregate data from disparate sources, domains and data models, including—relational databases, data warehouse, data mart and data lake. Design, build, and maintain data set processes, including stored procedures, automated quality validation checks, and access and security components.
- Works as part of a team to develop APIs.
- Design & build data set processes, including orchestrating workloads, automating processes and validating data quality checks.
- Conduct data profiling and recommend ways to improve data quality, reliability, and efficiency.
- Optimize and retrieve data sets to promote high availability of self-service access to data.
- Prepare and maintain system documentation for your work that aligns with internal SOP’s, best practice and regulatory compliance.
- Mentor other members of the team.
- Perform other duties as required.

Knowledge – Skills – Abilities
Knowledge of computers, electronics, digital media, databases, applications, software development, risk management, and information security. The candidate will have the following qualifications:

- Strong data profiling skills along with uncompromising commitment to preserve data quality and integrity.
- Strong knowledge of data modeling as well as centralized and decentralized data warehousing principles.
- Highly proficient with SQL.
- Knowledge of AGILE Scrum.
• Basic knowledge of advanced analytical methods, including machine learning preferred
• Support, systems analysis, troubleshooting, problem solving, and listening skills.
• Proficient with PL/SQL and or SQL
• Knowledge of data interoperability and data transfer standards
• Knowledge of R or SAS is preferred
• Knowledge of scripting languages: Perl, Python, and/or Javascript is preferred
• Knowledge of one or more of C#, .NET and Java is preferred
• Knowledge of RESTful web services or APIs preferred.

Organizational Structure
Building: Clinical Cancer Center
Department: Medicine
Division: CIBMTR
Reports to (Title): IT Director
Direct Reports (Titles): NA
Collaborates with (Titles): CIT managers and staff, CIBMTR Scientific Directors, Clinical Research Coordinators, Statisticians, and any other roles as defined.

Specifications
Appropriate education and/or experience may be substituted on equivalent basis
Minimum Required Education: Bachelor’s Degree
Minimum Required Experience: 5 years

Preferred Education: Master’s degree
Preferred Experience: 8 years
Field: Computer Science, Informatics, other technical discipline in healthcare or life science
Certification: None

Classification
Grade Name 18/19
Full-Time Equivalent 1.0
FLSA Status Exempt
FLSA Test Computer Professional
Workweek Full-time role with expectations for coverage during core business hours and flexibility required as necessary to accommodate business needs.

Job ID
Job Name
Position Category Information Services

Job Scope
Complexity – requires sound judgment; leads difficult and involved planning of initiatives
Impact – errors may result in extensive damage; constant attention to accuracy required
Autonomy – individual responsible for completion of work; seeks supervision as appropriate
Communication – involved in frequent conflict resolution; communicates with senior leaders
Responsibility – influences others
Confidentiality – confidential information used frequently to make decisions
Leadership – prioritizes work of others or may provide supervision

Physical Requirements
Work requires occasionally lifting moderate weight materials, standing, or walking continuously.

Risk Potential
Infrequent exposure to hazards such as dust, fumes, or extreme temperatures, airborne or blood borne pathogens, extreme temperatures, or allergens.

Sensory Acuity
Ability to detect and translate speech or other communication required. May occasionally require the ability to distinguish colors and perceive relative distances between objects.

Work Environment
Occasional exposure to dust, noise, temperature changes, or contact with water or other liquids. Work is performed in an environmentally controlled environment.

Performance Dimensions

Collegiality
Exhibit confidentiality, honesty, and actions that build trust and strengthen relationships. Listen to others and effectively communicate in a clear and concise manner through written and verbal communication. Demonstrate respect and commitment to the values of diversity and equity; seek out and incorporate diverse perspectives into decision making.

Excellence and Creativity
Exhibit initiative and ingenuity by taking ownership of tasks to proactively improve services, avoid problems, or develop opportunities. Generate novel and valuable ideas to impact institutional missions. Identify and implement new methods to increase efficiency and quality.

Education and Development
Displays an ongoing commitment to continuous learning and self-improvement in one's area of responsibility. Actively seek out mentorship and learning opportunities that can be applied to current and future work activities. Develop and maintain professional affiliations. Participate in design, development, and/or evaluation of instructional materials, methods, courses, or programs.

Agility and Judgment
Remain flexible and versatile in rapidly changing environment and adapt quickly to changing circumstances. Change behavioral style or method of approach when necessary to achieve a goal. Make timely and sound decisions based on analysis of information, experience, and logic. Show reliability and accountability in the successful completion of all work.

Stewardship and Institutional Citizenship
Support transformational change to achieve institutional vision and strategies. Be an active and thoughtful
participant in institutional initiatives, meetings, and committee work. Conserve resources and use in an efficient and cost effective manner across all institutional missions. Look for ways to improve and promote quality within area of influence.

Disclaimers

Background Check
Employment in this position may be contingent upon successfully completing a background and criminal history check, caregiver background check in accordance with the Wisconsin Caregiver Background Check Law, physical examination, and / or driving record check.

Equal Opportunity Employer
The Medical College of Wisconsin is an affirmative action / equal opportunity employer and does not discriminate in hiring or employment on the basis of age, sex, race, color, religion, national origin, veteran status, disability, or sexual orientation.

Diversity and Inclusion
The Medical College of Wisconsin defines diversity as a commitment to recognizing and appreciating the variety of individual differences in an environment that promotes and celebrates individual and collective achievement. The diversity of MCW continues to be an important source of innovative ideas and creative accomplishments.

Confidentiality
Employees that have access to MCW, affiliate, subsidiary, or student data or Protected Health Information (PI), or research protected information are obligated to protect the confidentiality and proper use and access of this information in order to prevent loss, misuse, unauthorized access, unnecessary identification, or security breaches.

Completeness
This job description is not an employment contract and the Medical College of Wisconsin may modify this document at any time. This document is intended to indicate the types of tasks and levels of skill, effort, and responsibility required by positions assigned this title. This information shall not be construed as a declaration of the specific duties and responsibilities of any particular position. It is not intended to limit or modify the right of any supervisor to assign, direct, and control the work of direct reports. The functions described are not to be interpreted as exclusive or all-inclusive of the various functions performed.

Effective Date: