Job Description

Job Title	Database Developer
Reporting to	Solutions Team Manager

Overall Purpose of Job:

To facilitate the ongoing development and maintenance of The Scottish FA's databases, database applications and business intelligence and reporting solutions, ensuring a programme of continuous improvement in all matters relating to the Scottish FA's databases is put in place, including a rolling schedule of audit, revision, incremental improvement and development.

Main Duties and Responsibilities

Database Development
- Assist the Solutions Team with the logical design, physical design and performance tuning of SQL
- Creating complex query definitions
- Work within Solutions Team to establish and confirm data requirements.
- Review project requests describing database needs to estimate time and cost required to accomplish project
- Work as part of Solutions Team to coordinate database development and determine project scope and limitations.
- Design, develop, test, and implement, new and changed database tables, views, and associated functionality, including risk and impact analysis.
- Assess the impact of changes to databases and feedback/remedy where necessary
- Plan, coordinate and implement security measures to safeguard information against accidental or unauthorised damage, modification or disclosure.
- Develop interfaces from non-database sources to populate tables as required.
- Develop interfaces to\from other sources to maintain data integrity and reduce duplication of effort.
- Develop standards and guidelines to guide the use and acquisition of database related software and to protect vulnerable information.

Business Intelligence
- Work with end users to establish and confirm reporting requirements.
- Develop and implement a standardised approach to report development, design and delivery.
- Perform Data Analysis and Trend Analysis across the breadth of the organisation's data.
- Create data tables, views, stored procedures and functions to facilitate the consistent reporting of key business insights.
- Produce ad-hoc queries and develop reports to support business needs (T-SQL).
- Develop reports using SSRS.
- Distribute and schedule reports to end users as and when required in an applicable format.
- Remain informed of the latest BI solutions and innovations and make business recommendations as and when necessary.
- Maintain use of high availability solutions e.g. Data Warehousing/Replication (SSIS) to ensure continuity of business data and the minimising of the impact of Data Analysis on live systems.

Support and Maintenance
- Daily administration of the SQL Server environment, including the proactive monitoring, analysis and tuning of the production environment.
- Ensure all database systems meet business performance requirements.
- Support, maintain and develop existing database tables, views, triggers and associated functionality.
- Implement data security principles to ensure data integrity including control of access permissions and privileges.
- Working with colleagues to administer and enforce SQL Server security including the co-ordination and implementation of security measures to safeguard information in databases against accidental or unauthorised damage, modification or disclosure.
- Manage incidents, problems and changes.
- Implement high availability solutions including clustering and mirroring.
- Responsible for SQL Server backups across all environments, including the completion of regular test restores to validate the backup procedures and the integrity of the SQL database backups.
- Daily administration of scheduled SQL Server jobs identifying job failures and escalating to key stakeholders, informing relevant parties when issues occur due to failure.
- Deploy database releases to development, UAT and Production environments in conjunction with the Solutions Team, whilst strictly adhering to change management control procedures.
- Creation of detailed technical documentation covering standard operating procedures.

Person Specification	
Essential	**Desirable**
Knowledge & Experience	
- Proven experience of database design, development, testing, implementation and administration using Microsoft SQL-Server 2012 or newer in a professional environment - Strong knowledge of Microsoft SQL database administration, TSQL querying and SQL tools – SSRS / SSIS - Relevant professional experience in using industry standard relational database design techniques including data modelling and normalisation. - Experience with providing business Management and Reporting Information and dashboard production. - Experience of complex query design, stored procedures, views, triggers and functions - Experience managing high demand and business critical systems - Experience with Performance Tuning and Optimization (PTO) - Experience of High Availability (HA) and Disaster Recovery (DR) options for SQL Server - A good understanding of the Windows Server 2012 operating system, as well as a general knowledge of related infrastructure - Solid understanding of the applications support lifecycle, from development, testing and through to production support of services	- Experience of developing complex database structures in a sports/footballing environment - An understanding of the ITIL framework. - Experience of working in a cloud based or hosting environment. - Experience of using automated monitoring tools - SQL Server Source Control and Versioning - SQL Server Encryption (TDE)

Qualifications & Training	
• Degree in IT related discipline	• Professional project management qualification. • Knowledge of ITIL and industry best practices • Professional qualification relating to database development.
Skills	
• Excellent time management skills to allow effective organisation, planning and implementation of new developments. • Ability to prioritise work effectively enabling tight/changing deadlines to be met • Ability to identify incident trends in order to elevate incidents in accordance with standard procedures • Ability to gather relevant information systematically to troubleshoot and resolve issues • Good analytical, problem solving and decision-making skills • High degree of accuracy and attention to detail.	
Competencies	
• Friendly, approachable and willing to help others • Good interpersonal and communications skills, both written and spoken. • Team oriented approach but with ability to work under own initiative • On occasion must be able to work out with normal working hours	
Additional Related Requirements	
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Competitive Salary and Benefits.	