

**BI Architect**

**Competition Information Booklet**

Please read carefully

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| **Position:** BI Architect  **Grade:** Engineer Grade I  **Directorate:** Chief Information Office  **Reporting to:**  Head of Business Intelligence and Data Analytics  **Location:** Haymarket House, Smithfield, Dublin 7 with a blended working  model.  **Starting salary**: €83,272  Closing date for receipt of completed applications:  **12pm (noon) on Friday, 1st November 2024**  **Contact: ntacareers@rsmireland.ie** |

The National Transport Authority is committed to a policy of equal opportunity.

**Overview of the National Transport Authority**

The National Transport Authority (NTA) is a statutory body established by the Minister for Transport on 1 December 2009.

At national level, the Authority has responsibility for securing the provision of public passenger land transport services, including subsidised bus and rail and light rail services. The Authority also licenses public bus passenger services delivered by private operators and has responsibility for the regulation of the small public service vehicle (SPSV) industry (taxis, hackneys and limousines). Other areas of responsibility include the State’s rural transport programme, integrated information systems for public transport customers, management of the Integrated Ticketing Scheme for Ireland (the Leap Card system), and regulation of vehicle clamping.

Within the Greater Dublin Area (GDA) the Authority carries additional responsibilities including:

* Strategic planning of transport;
* Development of an integrated, accessible public transport network;
* Promoting cycling and walking;
* Provision of public transport infrastructure generally including light rail, metro and heavy rail; and
* Effective management of traffic and transport demand.

The GDA includes the local authority areas of Dublin City, Fingal, Dún Laoghaire-Rathdown, South Dublin, Kildare, Meath and Wicklow.

The Authority’s Capital Investment Programme includes an exciting and challenging range of projects and programmes for development and delivery over the coming years. These include mega-projects such as MetroLink, BusConnects Dublin and the DART+ Programme, together with numerous other major projects/programmes in the heavy rail area, light rail area, bus infrastructure and public transport fleet, in addition to a large portfolio of projects in the active travel area. Along with other initiatives in the areas of micro-mobility, transport technology and climate adaption, there are stimulating and rewarding opportunities to make a real contribution to enhancing Ireland’s overall transport system.

Further information on the Authority is available on its website [www.nationaltransport.ie](http://www.nationaltransport.ie)

The National Transport Authority wishes to recruit a suitably experienced and qualified individual to the role of BI Architect. Successful candidates may be placed on a panel from which future vacancies may be filled.

**Duties and Responsibilities**

The NTA is at a very opportune moment in its history: a crossroad in time when modern data technologies, advanced analytics, data science, and artificial intelligence (AI) meet transportation opportunities that are being expected by the growing and changing needs of Ireland’s population. The wealth of the data that the NTA is managing at present will be greatly exceeded in complexity and volume by the data that will soon become available to it. This data will become a valuable source of knowledge that will help Ireland deliver the transport needs in an innovative and a cost-effective manner. We have developed an advanced cloud-based BI & Data Analytics Platform to ensure we maximise the potential of the increasing volumes and use cases of data. In parallel, we are growing our BI & Data Analytics Department to serve the analytical needs of the NTA and the wider transport community in Ireland. As a result, we are now seeking to recruit a BI Architect who will have the skills to leverage the data and technology within the NTA to provide actionable insights to the relevant public transport stakeholders. The BI Architect will based in the BI & Data Analytics Department of the NTA, working with the Head of the Department, and a team of Data Engineers, Data Architects, BI Developers and Data Scientists

**Role Description:**

* Lead high level integration designs that align with enterprise architecture and business process architecture;
* Lead, review and analysis the Authority’s current and future data architecture requirements, identify changes that lead to BI architecture improvements;
* Work with the relevant ICT technical stakeholders to define the technical requirements of the ICT environment;
* Set data architecture principles and create data models that enable the implementation of data architecture;
* Create diagrams mapping all aspects of data entities and inventory required to implement the architecture solution;
* Lead and co-ordinate the optimization of data architecture;
* Translate business requirements into data requests and EDWs;
* Manage datasets and work with ETL and Data warehouse solutions;
* Work with the BI & Data Analytics Department of the NTA to articulate information needs and build robust; models in support of planning and policy making;
* Participate in the relevant working groups and networks and attend relevant meetings; and
* Provide written and oral briefings based on their analysis to the Head of BI & Data Analytics.

The skillsets associated with this role include the following:

* Experience in building an understanding of the business at a level of detail that enables them to identify and address critical issues;
* A critical thinker with a well-developed set of problem solving skills and a strong business acumen to foresee and mitigate issues around the preparation of specifications, development and implementation of solutions, with due consideration to impact of change on the organisation and stakeholders;
* Strong communication and relationship management skillset, with the ability to deliver critical findings to management regarding any proposed organisational change;
* Ability to work with SQL databases and several programming languages ;
* Possesses an appropriate level industry standard vocabulary and technical ability in the extraction, storage and transformation of data;
* A subject matter expert focused on designing of data architecture based on defined governance rules and experience leading data conversations and developing business concepts;
* Experience in designing and implementing business intelligence technical solutions covering Data modelling and Data architecture design (both logical and physical);
* Experience in data management best practices including demonstrated experience with data profiling, sourcing, and cleansing routines utilising typical data quality functions involving standardisation, transformation, rationalisation, linking and matching;
* Deep understanding of query and analytics tools;
* Strong understanding of DevOps, SDLC and Release Management processes;
* Implementation, ETL, data integration and data migration design and implementation and DWH performance optimization; and
* Experience implementing Data Visualization & Reporting Tools: Power BI, Tableau, Qlik or similar.

**Note:** The functions and responsibilities initially assigned to the position are based on the current organisational requirements and may be changed from time to time. The person appointed requires the flexibility to fulfil other roles and responsibilities at a similar level within the Authority.

**Essential Criteria**

**Please note: In order to satisfy the shortlisting panel that you meet these criteria you must explicitly reference how you meet same in your application. Failure to demonstrate these may prevent your application progressing to future shortlisting stages.**

Each candidate must meet the following requirements at the time of the competition closing:

1. Hold a minimum of an NFQ level 7 qualification in a relevant discipline, being Computer Science, Data Analytics, IT, Engineering or equivalent;
2. Have at least 7 years’ recent satisfactory experience with 5 years working in a BI / Data Architect role;
3. At least 3 years’ experience working with Azure Data Factory, Synapse, Azure Data Lake, Azure DevOps; and
4. Have at least 3 years’ experience managing projects or people.

**Desirable Criteria**

**Please note: Should further shortlisting be required after essential criteria above, a selection of the following may be assessed.**

The ideal candidate will also:

1. Knowledge in how the available data within a public sector body can influence a strategy and contribute to the success of a strategy; and
2. Experience implementing Information Governance & Data Catalogue Tools: Informatica, Collibra, Purview or similar.

**Remuneration**

**Salary Grade: Engineer Grade I**

**Salary Scale: €83,272, €85,887, €88,509, €91,123, €93,736, €96,845, €100,383 (LSI 1), €103,925 (LSI 2)**

**Personal Pension Contribution (PPC) rate.** This salary is payable to an individual who is required to make a personal pension contribution (PPC) to their main pension (in general those persons whose initial appointment to the Public Service is on or after 6th April 1995).

**€79,162, €81,591, €84,081, €86,571, €89,049, €92,002, €95,366 (LSI 1), €98,732**

**(LSI 2)**

**Non Personal Pension Contribution (non-PPC) rate.** This salary is payable to an individual who is not required to make a personal pension contribution (PPC) to their main pension scheme.

**Annual Leave:** 30 days per annum. This leave is on the basis of a five day week and is exclusive of the usual public holidays.

**Note:**

* entry will be at point 1 of the scale and will not be subject to negotiation;
* different pay and conditions may apply if, immediately prior to appointment the appointee is already a serving Civil Servant or Public Servant;
* the rate of remuneration may be adjusted from time to time in line with Government pay policy.

**Contract:** Permanent Contract

**Probation:** There is a 6 month probationary period which may at the discretion of the CEO be extended to 10 months.

**Selection Process**

Prior to completing your application please read the Important Candidate Information Booklet on our careers page here: [www.nationaltransport.ie/about-us/careers](https://www.nationaltransport.ie/about-us/careers/)

**How to Apply**

Please submit your application in one single word document or PDF referencing the title of the role you wish to apply for in the subject of the email to **ntacareers@rsmireland.ie** with the following:

1. A comprehensive cover letteroutlining why you wish to be considered for the post and where you believe your skills and experience meet the requirements for the role of BI Architect;
2. A comprehensive CV (not to exceed 3 pages); and
3. A fully completed Key Achievements Form (attached).

Please note that omission of any or part of the 3 requested documents, as set out above, will render the application incomplete. Incomplete applications will not be considered for the next stage of the selection process.

**Closing Date**

**The closing date and time for applications is strictly 12pm (noon) on Friday 1st November 2024. Applications received after the specified deadline cannot be accepted.**

If you do not receive an acknowledgement of receipt of your application within 2 working days of applying, please email **ntacareers@rsmireland.ie.**

**BI Architect- Key Competencies**

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| **Leadership** | Actively contributes to the development of the strategies and policies of the Department/ Organisation |
| Brings a focus and drive to building and sustaining high levels of performance, addressing any performance issues as they arise |
| Leads and maximises the contribution of the team as a whole |
| Considers the effectiveness of outcomes in terms wider than own immediate area |
| Clearly defines objectives/ goals & delegates effectively, encouraging ownership and responsibility for tasks |
| Develops capability of others through feedback, coaching & creating opportunities for skills development |
| Identifies and takes opportunities to exploit new and innovative service delivery channels |
| **Judgement, Analysis & Decision Making** | Researches issues thoroughly, consulting appropriately to gather all information needed on an issue |
| Understands complex issues quickly, accurately absorbing and evaluating data (including numerical data) |
| Integrates diverse strands of information, identifying inter-relationships and linkages |
| Uses judgement to make clear, timely and well-grounded decisions on important issues |
| Considers the wider implications, agendas and sensitivities within decisions and the impact on a range of stakeholders |
| Takes a firm position on issues s/he considers important |
| **Management & Delivery of Results** | Takes responsibility for challenging tasks and delivers on time and to a high standard |
| Plans and prioritises work in terms of importance, timescales and other resource constraints, re-prioritising in light of changing circumstances |
| Ensures quality and efficient customer service is central to the work of the division |
| Looks critically at issues to see how things can be done better |
| Is open to new ideas initiatives and creative solutions to problems |
| Ensures controls and performance measures are in place to deliver efficient and high value services |
| Effectively manages multiple projects |
| **Interpersonal & Communication Skills** | Presents information in a confident, logical and convincing manner, verbally and in writing |
| Encourages open and constructive discussions around work issues |
| Promotes teamwork within the section, but also works effectively on projects across Departments/ Sectors |
| Maintains poise and control when working to influence others |
| Instils a strong focus on Customer Service in his/her area |
| Develops and maintains a network of contacts to facilitate problem solving or information sharing |
| Engages effectively with a range of stakeholders, including members of the public, Public Service Colleagues and the political system |
| **Specialist Knowledge, Expertise and Self Development** | Has a clear understanding of the roles objectives and targets of self and the team and how they fit into the work of the unit and Department/ Organisation |
| Has a breadth and depth of knowledge of Department and Governmental issues and is sensitive to wider political and organisational priorities |
| Is considered an expert by stakeholders in own field/ area |
| Is focused on self-development, seeking feedback and opportunities for growth to help carry out the specific requirements of the role |
| **Drive & Commitment to Public Service Values** | Is self-motivated and shows a desire to continuously perform at a high level |
| Is personally honest and trustworthy and can be relied upon |
| Ensures the citizen is at the heart of all services provided |
| Through leading by example, fosters the highest standards of ethics and integrity |

**BI Architect- Key Achievements Form**

Having read through the key competencies and having considered the demands of the role, for each of the competencies below, please briefly demonstrate a specific example which illustrates how you have developed the relevant competency during your career to date, and which clearly demonstrates your suitability for this position.

Your answer must highlight all elements of the STAR competency framework – which is outlined below:

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| **S**ituation | Present a challenging situation you found yourself in |
| **T**ask | What did you need to achieve from the situation? |
| **A**ction | What action did you personally take to achieve this? |
| **R**esult | What was the result of your action? |

Please note, there is a maximum page count of **3 A4 pages at font size 10-12.**

The key achievements form commences on the next page.

**BI Architect- Key Achievements Form**

Please complete all sections of the form below.

**Where did you hear about this role (i.e. Publicjobs.ie, Irishjobs.ie, Irish Times, LinkedIn)?**

**Name:**

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| --- |
| **Leadership** |
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| **Judgement, Analysis & Decision Making** |
|  |
| **Management & Delivery of Results** |
|  |
| |  | | --- | | **Interpersonal & Communication Skills** | |  | |
| **Specialist Knowledge, Expertise & Self Development** |
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