



Position Description

Position Title: Business Intelligence Developer	Classification: Bond Level 6
Faculty/School/Office: Strategy & Planning	Date Position Classified/Updated: March 2026

Purpose of the Position:

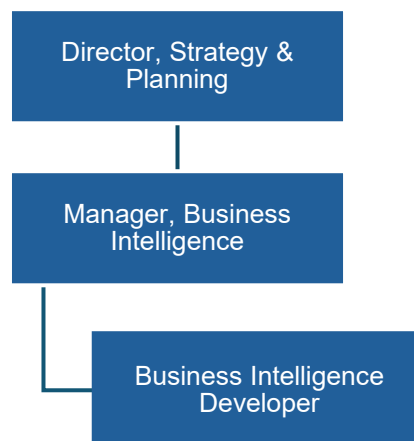
The Business Intelligence Developer is a key technical role responsible for the development, enhancement, and ongoing maintenance of the organisation's data warehouse and associated data integration processes. This includes consolidating and integrating data from multiple source systems to support reliable and consistent reporting.

The role is accountable for designing and building robust integration and ETL processes, with a strong focus on automation, scalability, and continuous improvement. It also involves analysing business requirements and translating them into efficient, fit-for-purpose technical solutions, while ensuring adherence to data architecture, governance, and design standards.

In addition, the position requires strong conceptual and analytical skills to apply data warehousing principles and tools to deliver high-quality data models and front-end visualisations. The BI Developer will support the delivery of insightful dashboards and reports for key stakeholders, including executives and management, using platforms such as Power BI and Microsoft Fabric.

Reporting Relationship:

This position reports to Manager, Business Intelligence. This position does not have any direct reports.



Selection Criteria:

- Relevant tertiary qualification in Information Technology, Data Analytics, Computer Science, or a related discipline, or a proven record of BI development experience.
- Very strong T-SQL development skills and experience with building ETL/ELT pipelines.
- Proven experience working with data warehousing concepts (e.g., dimensional modelling, star schemas, SCDs)

- Proficiency in Microsoft BI and data visualisation tools (e.g., Power BI), including DAX and report/dashboard design
- Demonstrated ability to translate complex business requirements into effective technical solutions
- Experience with data integration across multiple source systems and ensuring data quality and consistency
- Understanding of data governance, security, and performance optimisation principles
- Strong communication and stakeholder engagement skills, with the ability to work collaboratively across technical and business teams

Desirable Criteria:

- Experience working in the higher education sector, or demonstrated understanding of the challenges of applying BI/Data warehouse techniques to the higher education sector
- Knowledge of Australian and international higher education and institutional research processes, statistics, information and policies

Competency	Responsibility
Data Warehousing & Modelling	<ul style="list-style-type: none"> • Design and maintain scalable data warehouse structures, including dimensional models, ensuring data is organised for efficient reporting and analysis.
ETL/ELT Development & Data Integration	<ul style="list-style-type: none"> • Develop, optimise, and support ETL/ELT processes to integrate data from multiple source systems, ensuring reliability, performance, and automation.
Business Analysis & Requirements Translation	<ul style="list-style-type: none"> • Engage with stakeholders to gather, analyse, and interpret business requirements, translating them into clear technical specifications and solutions.
Data Visualisation & Reporting	<ul style="list-style-type: none"> • Develop and maintain dashboards and reports (e.g., Power BI) that provide clear, actionable insights to business users, executives, and management.
Data Quality, Governance & Compliance	<ul style="list-style-type: none"> • Implement and uphold data quality standards, validation processes, and governance frameworks to ensure accuracy, consistency, and compliance.
Performance Optimisation & Continuous Improvement	<ul style="list-style-type: none"> • Monitor and enhance performance of data pipelines, queries, and reports, proactively identifying opportunities for optimisation and automation.
Quality Assurance and Continuous Improvement	<ul style="list-style-type: none"> • Demonstrate an understanding of, and contributes to, quality assurance and continuous improvement activities relevant to the role. • Perform duties in alignment with the Bond University Strategic Plan, University policies, and established quality assurance and review processes.
Cultural Safety, Inclusion and Respect	<ul style="list-style-type: none"> • Demonstrate respect for diversity and contributes to a culturally safe, inclusive and discrimination free workplace. • Engage respectfully with staff, students and stakeholders from diverse cultural, linguistic and social backgrounds, including Aboriginal and Torres Strait Islander peoples. • Comply with University policies and applicable anti discrimination and workplace behaviour legislation. • Participate in relevant training or development activities that support cultural safety and inclusive practice.
Work Health and Safety Responsibilities	<ul style="list-style-type: none"> • Take reasonable care for own health and safety and that of others, in accordance with the Work Health and Safety Act 2011 (Qld). • Comply with University WHS policies, procedures and instructions, including those relating to psychosocial health and safety. • Promptly report hazards, incidents and risks to their manager or through established reporting mechanisms.

	<ul style="list-style-type: none">• Where the role has supervisory or managerial responsibilities, ensure risks are assessed, appropriate controls are implemented, and workers are consulted in accordance with WHS legislation.• Complete mandatory and assigned WHS training.• Comply with return-to-work program requirements following injury/illness.
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Note – the successful applicant will be required to produce a certified copy of their highest qualification received prior to commencement of duty.

It is not the intent of this position description to limit the scope of this position in any way but to give an overview of this role at Bond University. You may at times be required to work at other tasks and areas as directed by the Management.