

# BI Developer

Data

SMB

Enterprise

[Company Name] is looking for a BI Developer to design and build dashboards, reports, and data visualizations that help business stakeholders make informed decisions. You will transform complex data into clear, actionable insights using modern BI tools. This role is ideal for someone who combines strong SQL skills with a keen eye for data storytelling and visualization.

## Key Responsibilities

- Design and build interactive dashboards and reports using BI tools (Tableau, Looker, or Power BI)
- Write complex SQL queries to extract, transform, and model data for reporting
- Collaborate with stakeholders to understand business requirements and translate them into analytics solutions
- Develop and maintain a semantic layer or data models optimized for self-service analytics
- Create and document KPI definitions, metrics, and data dictionaries
- Optimize dashboard performance and query efficiency
- Train business users on self-service BI tools and reporting best practices

## Required Skills & Experience

- 3+ years of experience as a BI developer, analytics engineer, or similar role
- Expert-level SQL skills including window functions, CTEs, and query optimization
- Proficiency with at least one major BI platform (Tableau, Looker, Power BI, or Metabase)
- Experience with data modeling for analytics (star schema, dimensional modeling)
- Strong data visualization and storytelling skills
- Ability to gather business requirements and translate them into technical specifications
- Familiarity with data warehouses (Snowflake, BigQuery, or Redshift)

## Nice-to-Have

- Experience with dbt for data transformation and modeling
- Knowledge of LookML, Tableau Prep, or DAX depending on the BI tool
- Familiarity with Python or R for advanced analytics
- Experience with embedded analytics or white-label BI solutions
- Background in a specific business domain (finance, marketing, product analytics)

## Tech Stack

Tableau / Looker / Power BI

SQL

Snowflake / BigQuery

dbt

Python

Git

Airflow

Fivetran / Stitch

## What We Offer

- Competitive salary and equity package

- Flexible remote or hybrid work arrangement
- Health, dental, and vision insurance
- Annual learning and development budget
- Generous PTO policy

## Interview Process

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1. Recruiter phone screen (30 min)
2. SQL and data modeling assessment (45 min)
3. Dashboard design exercise: build a dashboard from a sample dataset (take-home, 2-3 hours)
4. Presentation and discussion of dashboard exercise with the team (60 min)
5. Stakeholder communication and culture fit interview (30 min)