



Job Description

Job Title: Business Intelligence (BI) Developer

FLSA Status: Exempt

Department: Product Solutions

Reports To: Director of Product Solutions

Location: Bentonville, AR with flexible work schedule (½ time in the office, and ½ time at home option)

Company Summary: Nucleous is a software company that builds solutions for retailers and consumer goods companies. We are a fast-growing company, 2 years in a row on the Inc. 5000 list of fastest growing companies, that has the privilege of working with some of the largest companies in the world. We have amazing people on our team, and we work to create an environment that unleashes passion, creativity, and innovation. We are intentional about looking for people who embody our values of Empathy, Passion, Excellence, Intellectual Curiosity, Integrity, and Collaboration.

Summary: As a Business Intelligence Developer, you will be a key representative of Nucleous for our analytics customers, providing technical and analytics leadership while being accountable for customer-centric solutions. This role is focused on collaborating with customer teams to understand requirements and develop high-value data analytics solutions. This BI developer role will be pivotal in developing a long-lasting trust between Nucleous and our analytics customers.

Essential Duties and Responsibilities

- Design and build analytics solutions that transform raw data into actionable business insights using the Nucleous technical stack.
- Be a trusted advisor on analytics strategies to help customers meet their goals and objectives
- Assess customer needs and create business and technical requirements for new analytics solutions, that will be used by data engineers and product developers to architect solutions
- Ability to build dashboards using a Data Visualization tool such as MicroStrategy, Power BI, or Tableau
- Ability to create and modify basic SQL queries, taking advantage of multiple JOIN types and basic aggregation functions (SUM, MIN, MAX, AVG, etc.)
- Ability to create metrics in the analytics layer based on complex business logic
- Ability to create Excel spreadsheets utilizing charts and pivot tables
- Ability to represent technical concepts to a non-technical audience
- Design and implement quality control processes for customer deliverables based on requirements
- Develop documentation for analytics solutions
- Drive knowledge transfer among relevant departments at Nucleous
- Support customer adoption of our products and collaborate with customer and product teams to ensure that we are delivering business value based on customer goals and objectives

- Participate in cross-functional teams to ensure the solutions are delivered to the customer's needs and requirements
- Other duties as assigned

Qualifications:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education/Experience:

- Bachelor's degree and 3-5 years of experience
 - Preferred degree in business, supply chain, analytics, or computer engineering
- High intellectual curiosity, analytical, creative thinker, and problem-solver with demonstrated initiative
- Experience in developing analytics tools with any modern BI tool (Tableau, PowerBI, Looker, MicroStrategy, etc...)
- Exceptional communication and cross-functional collaboration skills
- Able to study large data sets to derive key insights

Computer Skills: Microsoft Excel, Outlook, Microsoft Word, and PowerPoint, and proprietary analytics software and BI tools such as MicroStrategy, Looker, PowerBI, and Tableau.

Supervisory Responsibilities: None

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The noise level in the work environment is usually moderate. Most work is done in an office environment, which includes shared work space via cubicles. Some work is done onsite at customer office locations.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee is occasionally required to stand and walk. The employee must regularly lift and /or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include Close vision, Distance vision, Depth perception and Ability to adjust focus.