Data Warehouse Developer

Classification:	HS5
Business unit/department:	Business Intelligence Unit
Work location:	Austin Hospital ⊠ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Officers) (Single Interest Employers) Enterprise Agreement 2021-2025
	Choose an item.
	Choose an item.
Employment type:	Full-Time
Hours per week:	38
Reports to:	Manager, Data Services
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	June 2025

Position purpose

This role is responsible for the design, maintenance and testing of data warehouse reporting solutions managed by the Austin Business Intelligence Unit. Specifically, this role will help:

- Develop and enhance the Austin Health Clinical Enterprise Data Warehouse by adding more data sets to address reporting requirements from various clinical areas.
- Play an active role in migrating current on-premise solutions to the Azure Fabric environment.
- Follow all documentation processes e.g. Jira, Confluence, GIT, data catalogue
- Proactively monitor and maintain the relevant data warehouse environments and resolve all processing issues.
- Ensure quality control of all developed artefacts for the Clinical Enterprise Data Warehouse.
- Ensure compliance with hospital policies and regulatory standards regarding data privacy, security, and governance.

About the Directorate/Division/Department

The Business Intelligence Unit is responsible for leveraging data to provide valuable insights that support decision-making, improve operational efficiency, and enhance patient care. The functions of the unit include:

Data integration: Collecting and integrating data from various sources within the hospital, such as electronic health records (EHR) and administrative databases, into a data warehouse. This ensures a comprehensive and unified view of the hospital's operations.

Data analysis and reporting: Analysing healthcare data to generate reports, dashboards, and visualizations. These tools help hospital administrators and clinicians, gain a deeper understanding of key performance indicators (KPIs) related to patient outcomes, resource utilization, and financial performance.

The Business Intelligence Unit has five teams:

1. Data services: Manage the data warehouse and data pipelines.
2. Data Analytics & Reporting: Delivers comprehensive analytical and reporting services across various areas of Austin Health, provides actionable insights and robust reporting solutions to support operational needs.
3. Performance reporting: A second reporting team focussed on whole-of-hospital reporting such as NWAU activity-based reports and monthly board reporting.
4. Data Science: Delivers advanced predictive analytics and research support.
5. Clinical costing: Manages clinical costing data for financial reporting.

Position responsibilities

Role Specific:

- Develop and enhance the Austin Health Clinical Enterprise Data Warehouse by adding more data sets to address reporting requirements from various clinical areas.
- Play an active role in migrating current on-premise solutions to the Azure Fabric environment.
- Follow all documentation processes e.g. Jira, Confluence, GIT, data catalogue
- Identification and implementation of improvements to the Austin's Clinical Enterprise Datawarehouse.
- Oversight of data quality and escalated issues that impact the operations of the hospital.
- Proactively monitor and maintain the relevant data warehouse environments and resolve all processing issues.
- Ensure quality control of all developed artefacts for the Clinical Enterprise Data Warehouse.
- Ensure compliance with hospital policies and regulatory standards regarding data privacy, security, and governance

Collaboration and communication

- Develop a collaborative and trusted relationship with directors, managers, clinical staff and administrative staff across the organisation.
- Input to data and reporting groups/forums across the organisation.
- Attendance and active input to meetings, working groups, steering committees and improvement programs as required.
- Liaise with the Austin IT department.
- Ensure knowledge sharing is embedded and actively performed amongst data team and broader clinical analyst groups.

Other

- Attend to ad hoc data, reporting & analytical requests.
- Other duties as required.

Our actions show we care

We bring our best

Together we achieve

We shape the future

Selection criteria

Essential knowledge and skills:

- Expertise in designing, developing, and maintaining data warehouses.
- Strong knowledge of relational and non-relational database management systems (SQL Server, Oracle, IRIS, Azure Synapse).
- Data architecture experience from conceptual data model, logical data model to physical data model.
- Experience with Kimball data modelling techniques (Star Schema, Snowflake Schema, Fact and Dimension Tables).
- Ability to build and optimize ETL pipelines for data extraction, transformation, and loading
- Strong SQL skills for writing complex queries, stored procedures, and performance tuning.
- Experience with indexing strategies, query optimization, and database partitioning for large datasets.
- Experience in source code control using Azure DevOps.
- Experience using JIRA and Confluence.

Soft skills and abilities

- Ability to troubleshoot data issues and optimize data pipelines.
- Ability to work with hospital IT, data analysts, clinicians, and executives.
- Experience managing multiple priorities and working in a fast-paced hospital environment.
- Ability to work independently and within a team environment.

Desirable but not essential:

- Familiarity with Electronic Health Records (EHR) systems such as Cerner or TrakCare.
- Knowledge of healthcare data exchange standards: HL7, FHIR, DICOM, ICD-10.
- Knowledge of NWAU calculations and hospital funding.
- Experience in Microsoft Fabric or Azure Data Factory.

Professional qualifications and registration requirements

- Tertiary qualifications and/or extensive experience in an appropriate IT, health or business field.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.

- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.

- Promote and participate in the evaluation and continuous improvement processes.

- Comply with the principles of person-centered care.

- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*

- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).

- Comply with all Austin Health mandatory training and continuing professional development requirements.

- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.

- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety
Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer
We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment
We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.

Our actions
show we care

We bring
our best

Together
we achieve

We shape
the future

austin.org.au