

Position Description

Senior 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:	Manger, Data Services
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	July 2026

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:

- 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/Fabric.
- 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:

Team Leadership and Management

- Acts as the formal delegate for the Manager, Data Services during periods of leave or absence, assuming responsibility for operational decision-making, workflow prioritisation, resource allocation, stakeholder management and approval of routine operational matters.
- Coordinates and prioritises the allocation of development work across the Data Services team, balancing competing organisational priorities and ensuring timely delivery of reporting requirements.
- Authorises pull requests for data warehouse changes, validates major deployments and approves complex changes prior to release to Executive stakeholders.
- Develops workforce capability across the Data Services team through structured coaching, competency assessment, technical supervision and development planning.
- Ensure appropriate methodologies, coding standards, documentation standards and quality assurance processes are implemented and consistently followed.
- Provide technical leadership and oversight for the design, development and support of data warehouse, data integration and cloud platform solutions.
- Leads team projects relating to data quality improvement or new dataset design and ingestion.

Technical

- Provides professional leadership to the Data Services team by establishing process standards, reviewing complex work, providing technical quality assurance and leading the professional development of developers across the team.
- Provide oversight of incident management and problem resolution for data warehouse, data integration and reporting platform issues.
- Develops and maintains standards for data warehouse methodologies, data definitions, load frameworks and reporting practices.
- Manage the quality, integrity and governance of data within Austin Health's enterprise data environments.
- Lead the planning and delivery of new data marts, data stores and data integration solutions to support organisational reporting, analytics and research requirements.



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- Provide expert advice on Microsoft data platform technologies including Microsoft Fabric, Azure Data Services and SQL Server technologies.
- 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.
- Responsible for maintaining data governance standards and ensuring escalation of issues that impact the operations of the hospital.
- Participate in the operational management, monitoring and performance optimisation of Austin Health's data warehouse, integration and cloud data platform environments, ensuring high availability and reliability.
- 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

- Collaborate with researchers, clinicians, operational managers and executives to identify opportunities to maximise the value of organisational data assets.
- Develop a collaborative and trusted relationship with the whole BIU tea.
- Input to data and reporting groups/forums across the organisation as necessary.
- Attendance and active input to meetings, working groups, 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.



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Selection criteria

Essential knowledge and skills:

- Demonstrated ability to manage competing priorities, resources and project delivery within a complex healthcare environment.
- Experience managing enterprise data platforms within cloud-based environments, preferably Microsoft Azure and Microsoft Fabric.
- Strong stakeholder engagement and communication skills, with the ability to influence technical and non-technical audiences. Expertise in designing, developing, and maintaining data warehouses.
- Strong knowledge of relational and non-relational database management systems (SQL Server, Oracle, IRIS, Azure SQL).
- 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.
- Experienced in designing and maintaining CI/CD pipelines and Git workflows to enable automated, consistent, and high-quality releases.
- Hands-on experience with Python and PySpark to design and deliver efficient, scalable data processing solutions.

Soft skills and abilities

- Proven leadership, mentoring and people management capabilities.
- Ability to build effective relationships across clinical, operational, research and technical stakeholder groups.
- Strong strategic thinking and problem-solving skills.
- Ability to balance operational support responsibilities with strategic platform development initiatives. 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.



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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.



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