



Junior Power BI/SQL Reporting Analyst

Bidvest Insurance is a non-Life insurer within the Financial Services division of the larger Bidvest Group and operates alongside other great companies such as Bidvest Bank, Bidvest Life, FMI, Compendium Insurance Brokers and others.

Bidvest Insurance was founded in 1997 and provides niche value added products to customers through its Direct Channel which operates via call centres, as well as its Affinity Channel that partners with distribution networks. Our products are designed to protect consumers and deliver exceptional service levels when our customers need us most, so that we can deliver on our purpose 'To protect everyday South Africans, against foreseeable events and their financial losses, so that we can all contribute to a better South Africa'.


We have successfully expanded and evolved through our dedicated commitment to our values, customers, partners, and staff. Interested individuals looking to join Bidvest Insurance can expect to join a young and energetic team that challenge convention and who are intent on building long term relationships with all stakeholders.

Being a part of Bidvest, one of South Africa's leading services, trading and distribution groups, your career aspirations with us are only limited by your own imagination.

Position Overview

We are seeking a dynamic and detail-oriented Junior Power BI and SQL Reporting Analyst to join our team. This role involves the development of dashboards and reporting to support business decisions, the maintenance of existing reports, and the automation and improvement of manual processes. The ideal candidate will have a passion for data analysis, strong technical skills, and the ability to collaborate with stakeholders to produce business dashboards and analytical solutions.

What You'll Need



Positive Attitude

We believe in creating a positive work environment that is enjoyable to be a part of and we look to the individuals of the company to make a **positive contribution** to our culture



Think on your feet

Hand in hand with innovation, you need to be able to think on your feet. We work in a fast paced environment which often requires us to **adapt and think fast!**



Attention to Detail

We like to keep our eyes on the prize at Bidvest Insurance! And that requires a strong need for attention to detail as it's the small things that can make a **BIG difference!**

Our Values

At Bidvest Insurance, we are all part of a BE'VOLUTION where we live our values each and every day for the benefit of our colleagues, customers, partners, stakeholders and our environment.

[BE] CREATIVE

Our curiosity drives us to constantly improve our business

[BE] WOW

Anyone can do ordinary, we do extraordinary

[BE] KIND

Treat everyone with respect, in & outside our company

[BE] HONEST

We always do the right thing, even when no one is looking

[BE] EXCITED

We're enthusiastic in everything we do - our energy is infectious

[BE] CONNECTED

We're committed to understanding our customers, partners and colleagues

Key Responsibilities and Duties

Dashboard and Report Development

- ▶ Design and develop interactive Power BI dashboards and reports to visualize data and support decision-making.
- ▶ Develop and maintain SSRS reports to provide actionable insights to business users.
- ▶ Create specifications for the reports to be developed to support business decision-making.

ETL Development

- ▶ Design, develop, and implement robust ETL processes to extract, transform, and load data from various data sources into the data warehouse.
- ▶ Ensure data quality, consistency, and integrity throughout the ETL process.
- ▶ Create and manage SSIS packages for data integration, migration, and transformation tasks.

SQL Database Development

- ▶ Design and implement efficient and scalable SQL database structures to support business needs.
- ▶ Write complex SQL queries, stored procedures, and functions to manipulate and retrieve data.
- ▶ Maintain and support existing data extracts, reports, and processes.

Data Analysis and Business Interaction

- ▶ Conduct data reconciliations from off-platform data sources and produce reports and insights from such data.
- ▶ Analyse complex datasets to identify trends, patterns, and insights.
- ▶ Collaborate with business stakeholders and subject matter experts to understand their problems and needs and produce business dashboards and analytical solutions.

Maintenance and Support

- ▶ Monitor and maintain data warehouse and BI solutions to ensure optimal performance.
- ▶ Provide support and troubleshooting for data-related issues.

Continuous Process Improvement

- ▶ Drive and challenge to do things in a better way which reduces waste.
- ▶ Ensure full compliance with all processes, policies, and procedures.
- ▶ Maintain a high level of service to customers according to service level agreements and company standards.

Qualification

- ▶ Matric/Grade 12.
- ▶ Bachelor's degree/Diploma in Information Technology, Informatics, Computer Science, Engineering, Sciences, Data Science, and some Business Analysis knowledge or experience.
- ▶ BI Certification is advantageous.

Technical Skills

- ▶ Proficient in SQL and database development (SQL Server, MySQL, etc.).
- ▶ Strong experience with ETL tools and processes (SSIS, Informatica, Talend, etc.).
- ▶ Expertise in developing SSRS reports.
- ▶ Proficiency in Power BI for creating dashboards and reports.
- ▶ Knowledge of scripting languages like PowerShell for automation.
- ▶ Familiarity with programming languages such as Python or R for data manipulation and analysis is advantageous.

Experience

- ▶ 3-5 years of experience in any of the following disciplines:
- ▶ SQL database development.
- ▶ ETL development and data integration.
- ▶ BI reporting and dashboard creation.
- ▶ Experience with cloud-based data solutions (e.g., Azure Data Factory, AWS Glue) is a plus.
- ▶ Knowledge of other BI tools (e.g., QlikView) is advantageous.
- ▶ Experience with big data technologies is advantageous.

Soft Skills

- ▶ Excellent communication and collaboration skills.
- ▶ Strong analytical and problem-solving skills.
- ▶ Ability to work independently and in a team environment.
- ▶ Strong attention to detail and accuracy.
- ▶ Customer orientation and relationship management skills.
- ▶ Effective written and oral communication skills.
- ▶ Demonstrated common sense, self-motivation, and discipline.

Submissions:

Preference will be given to PDI candidates in line with our EE

Interested candidates to please submit their CV to: jobs@bidvestinsurance.co.za

Should you not hear from us within 2 weeks from date of application, please consider yourself unsuccessful.

Bidvest Insurance is an authorised Financial Services Provider

FSP 46395

