

**Stellar Consulting Group**  
**Transformational Insight Powered by Data & Analytics.**

Stellar Consulting Group is a dedicated Data & Analytics/BI consultancy based in Auckland and Wellington with a focus on:

- **Strategic Capability** - ensuring Data & Analytics are aligned to the important things that an organisation needs to achieve.
- **Innovation** - integrated analytics that optimise operations and empower creative decision making.
- **Analytics** - algorithms and visualisations that deliver a competitive advantage.
- **Data** - trusted, high quality data supporting reliable decisions.

Supporting these services are our capabilities across Advisory Services, Change Management, Quality Assurance, Project Management, Agile Delivery and Outsource Services.

Our customers are at the centre of everything we do, and we take great pride in delivering great outcomes, first-time. We have formed a great team here at Stellar, with a focus on support, fun and achievement. There are opportunities at Stellar to grow your career and work with some of the best Data & Analytics/BI practitioners.

We have a growing demand for delivering outcomes utilising technologies from Microsoft including the Azure Data Platform, Azure Analytics Platform, Power BI and SQL Server.

We are looking for a seasoned consultant who can work with our customers and internal team to advise and deliver solutions on the Azure Data and Analytics Platforms and some of the more traditional Microsoft technologies such as SQL Server, SSIS and SSAS (including tabular models). You will have a good understanding of cloud data and analytics platform architectures, data architectures (data lakes, data vault, dimensional modelling, etc.) and SQL-based software development (covering ETL/ELT and model development). You will also have a good understanding of Power BI (including Power Query, DAX, M) and how cloud gateways can be utilised.

Reporting to the General Manager of Consulting, this role is customer-facing so strong consulting skills are required.

<b>Reports to</b>	General Manger of Consulting
<b>Location</b>	Either Auckland (Level 21, 151 Queen Street, Auckland 1010) or Wellington (Level 4, 45 Johnston Street, Wellington 6011) and at any other reasonable location to which you may be directed from time to time.
<b>Job Purpose</b>	<ul style="list-style-type: none"><li>• To design, implement and support Data &amp; Analytics/BI and data platform solutions for Stellar's clients.</li><li>• To improve Stellar's competitiveness in the marketplace by developing internal systems, skills and IP, participating in presales activities and assisting with the development of sales proposals.</li><li>• To perform technical presales, technical leadership, architecture definition and design, gathering of requirements, development, testing, deployment and support.</li></ul>

<p><b>Role Specific Skills, and Qualifications</b></p>	<ul style="list-style-type: none"> <li>• A tertiary qualification specialising in Business Studies or Information Technology.</li> <li>• Polished written, oral and presentation skills.</li> <li>• Rising star, at the top of their game.</li> <li>• In-depth Microsoft technical expertise and advice.</li> <li>• Knowledgeable in AI and machine learning.</li> <li>• High level of expertise in cloud data platforms, with a specialisation in Azure.</li> <li>• Familiarity with Data &amp; Analytics/BI architectures.</li> <li>• Adept and skilful in design and understanding of data architectures, e.g. data vault, data lake, data warehouse, dimensional modelling, relational design.</li> <li>• Proven expertise implementing Data &amp; Analytics/BI solutions using the prevalent software solutions in the market, with superior skills in Microsoft technologies.</li> <li>• Proven track record of successful delivery of Data &amp; Analytics/BI projects and architectures. Sound technical, functional and business knowledge.</li> <li>• Sound knowledge of the relevant implementation methodologies, technologies and tools. Knowledge of Data &amp; Analytics/BI and broader IT issues and trends.</li> <li>• Advanced skills in problem solving, innovation, analysis, communication, facilitation and implementation. Sound knowledge of the relevant development methodologies and Data &amp; Analytics/BI technologies and tools.</li> <li>• Comfortable and experienced in pre-sales and team lead roles.</li> <li>• An understanding of project management processes.</li> <li>• Experienced consultant who actively maintains personal networks which enable them to gain technical knowledge and market intelligence and develop new business opportunities.</li> <li>• Team player who is motivated and keen to succeed.</li> <li>• Goal orientated and pro-active with a focus on results.</li> <li>• Ability to communicate with and earn respect from the team, project manager, customer, user community and management.</li> <li>• Ability to adapt to change and unexpected project alterations.</li> <li>• Ability to work under pressure without supervision and meet project deadlines.</li> </ul>
<p><b>Work Experience</b></p>	<ul style="list-style-type: none"> <li>• At least 8 years experience in a senior consulting role.</li> <li>• Knowledge of Data &amp; Analytics/BI software with expertise in Microsoft specifically.</li> <li>• Experience with relevant project lifecycle, analysis, design and development techniques.</li> <li>• Experience of medium to large software development projects.</li> </ul>

**Key Responsibilities and Accountabilities**

- Conduct job duties and responsibilities according to the organisation's business systems development methodology and/or its Systems Development Life Cycle (SDLC) methodology. This may involve DevOps, CI/CD, Agile or more traditional approaches – whichever is most suitable to achieve the desired outcomes.
- Deliver quality development and support services.
- Act as an evangelist for Data & Analytics/BI benefits across clients' and Stellar's organisations and promote Data & Analytics/BI usage.
- Analyse user requirements and, based on findings, design, code, test, and document all new or modified Data & Analytics/BI and data warehouse systems and solution components.
- Troubleshoot Data & Analytics/BI tools, systems, and software; performance-tune these applications as necessary.
- Implement design guidelines to ensure a manageable solution for all new and modified systems.
- Ensure the technical integrity of the solution design and its implementation, in accordance with the customer's requirements by employing appropriate analysis and development methodologies, techniques and tools.
- Provide technical solution support as required from time to time, including out-of-hours support.
- Ensure outstanding customer satisfaction by presenting a professional image to the customer that is aligned with Stellar's and the Customer's goals, objectives and values.
- Maintain a high level of utilisation.
- Manage customer escalations and communicate customer feedback to the appropriate owner so that issues can be resolved.
- Work with project managers to ensure all functions meet business requirements for project completion.
- Design and deliver end-user training and materials.
- Attend training as required and develop relevant knowledge and skills.
- Mentor and/or provide leadership to junior members of project teams.
- Support Stellar in the recruitment of technical staff (reviewing CVs, interviewing, etc).
- Contribute to Stellar's overall service delivery capability by applying skills to projects outside the assigned Practice Area, as required.
- Contribute to Stellar's growth by identifying and responding to new or expanding business opportunities, promoting the range of Stellar services.
- Assist as required in selling Stellar's services by identifying new sales or on-sell opportunities, contributing to the development of proposals, providing technical pre-sales support, and preparing and participating in presentations and solution demonstrations.
- Capture, use and share knowledge: search for, evaluate and document knowledge from projects and internal/external databases; use relevant knowledge material on internal work and client engagements; share knowledge with other staff via 1:1 sessions or formal presentations, training courses, etc.
- Establish and maintain effective intra- and inter-team communication by promoting an environment of open communication and team work and maintaining regular and structured communication with the team and individuals.

<b>Key Competencies</b>
<p><b>Customer Focus</b></p> <ul style="list-style-type: none"> <li>• Dedicated to meeting the expectation and requirements of internal and external customers; gets first-hand customer information and uses it for improvements; acts with customers in mind; establishes and maintains effective relationships with customers and gains trust and respect.</li> </ul>
<p><b>Service Orientation</b></p> <ul style="list-style-type: none"> <li>• Actively looks for ways to help people.</li> <li>• Demonstrates a willingness to help customers and provide them with highest quality products and services which meet, or preferably exceed, their needs.</li> <li>• Builds credibility with customers through the successful delivery of solutions and professional technical advice, demonstrating a strong understanding of business needs and pro-actively applying these in combination.</li> </ul>
<p><b>Dealing with Ambiguity</b></p> <ul style="list-style-type: none"> <li>• Can effectively cope with change.</li> <li>• Can reprioritise promptly and comfortably.</li> <li>• Can decide and act without having the total picture.</li> <li>• Can comfortably handle risk and uncertainty.</li> <li>• Isn't upset when things are incomplete or critical factors are unknown.</li> </ul>
<p><b>Learning on the Fly</b></p> <ul style="list-style-type: none"> <li>• Learns quickly when facing new problems.</li> <li>• A relentless and versatile learner.</li> <li>• Open to change.</li> <li>• Analyses both successes and failures for clues to improvement.</li> <li>• Experiments and will try anything to find solutions.</li> <li>• Enjoys the challenge of unfamiliar tasks.</li> <li>• Quickly grasps the essence and the underlying structure of anything.</li> </ul>
<p><b>Integrity and Trust</b></p> <ul style="list-style-type: none"> <li>• Is widely trusted.</li> <li>• Admits mistakes.</li> <li>• Can present the unvarnished truth in an appropriate, helpful manner.</li> <li>• Adheres to Stellar Consulting's Policies and Business Rules, ensuring any issues which may affect the delivery of products or services of the company are recorded and investigated.</li> </ul>
<p><b>Problem Solving</b></p> <ul style="list-style-type: none"> <li>• Uses rigorous logic and methods to solve difficult problems with effective solutions.</li> <li>• Probes all fruitful avenues for answers.</li> <li>• Can see hidden problems.</li> <li>• Is excellent at honest analysis.</li> <li>• Looks beyond the obvious and doesn't stop at the first answers.</li> </ul>
<p><b>Peer Relationships</b></p> <ul style="list-style-type: none"> <li>• Contributes to a learning environment, leading to the most efficient and effective work processes.</li> <li>• Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair; can solve problems with peers with a minimum of noise; is a team player and is cooperative; encourages collaboration; candour.</li> </ul>
<p><b>General</b></p> <ul style="list-style-type: none"> <li>• Attends team meetings.</li> <li>• Promotes and models good health and safety practices.</li> <li>• Conforms to company policies, practices and procedures.</li> <li>• Contributes to a learning environment leading to the most efficient and effective work processes.</li> <li>• Keeps up to date with relevant Stellar Consulting standards, toolsets and production platforms.</li> </ul>