The Leicestershire College
Job Description

1. Job Details

Job Title:	SQL & Integrations Developer
Department:	IT
Reporting To:	Business Development Manager
Competency Level:	Business Support 2
Hay Grade:	G3/G4
Salary:	£31,066 - £36,234 Per Annum
Date of Job Evaluation:	November 2025
Date:	December 2025

2. Job Purpose

To Manage, design, develop and support sustainable high standard integration packages, integration jobs and data warehousing solutions working across a range of College IT systems and data sources. To ensure uptime for integration jobs and packages is maximised and data quality is consistently high. Design and maintain reports and dashboards.

This will be achieved by using Microsoft SQL Server, SQL Server Integrated Services (SSIS), Microsoft SQL Server Analysis Services (SSAS), Visual Studio Team Foundation Server (TFS), SQL Server Reporting Services (SSRS), C# and Power BI.

The key elements to this role are to support and develop essential **college data and systems integration functions**, ensuring that core platforms communicate effectively and data flows seamlessly across the organisation. The integration underpins the College's reporting and business intelligence needs.

The post also requires the development and maintenance of reporting and dashboard solutions (SSRS and Power BI) that provide accurate and timely management information to support operational and strategic decision-making.

Name:	Job Description Template -TLC	Owner:	HR
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3. Dimensions

a. Design, develop and support data integration packages, jobs, and data warehousing solutions to ensure reliable and efficient transfer of data between college systems.

b. Work with the BI Development Manager to deliver high-quality, sustainable SQL and integration development that supports the College's digital transformation objectives.

c. Develop and maintain reports and dashboards (SSRS and Power BI) to meet internal and external reporting requirements and provide accurate management information.

d. Collaborate with the BI Development Manager on the development and maintenance of reports and dashboards (SSRS and Power BI) that utilise integrated data sources to provide accurate and timely management information.

e. Ensure data quality and consistency across all integrations, databases, and reporting outputs through robust validation and monitoring processes.

f. Be accountable for the accuracy and performance of internally developed integrations, reports, and dashboards to meet College standards and stakeholder needs.

g. Manage and optimise the performance, reliability, and scheduling of integration jobs and data pipelines to maximise uptime.

h. Collaborate with the wider IT Services team to support system integrations, troubleshoot technical issues, and deliver a consistent, reliable data service across the College.

4. Organisation chart
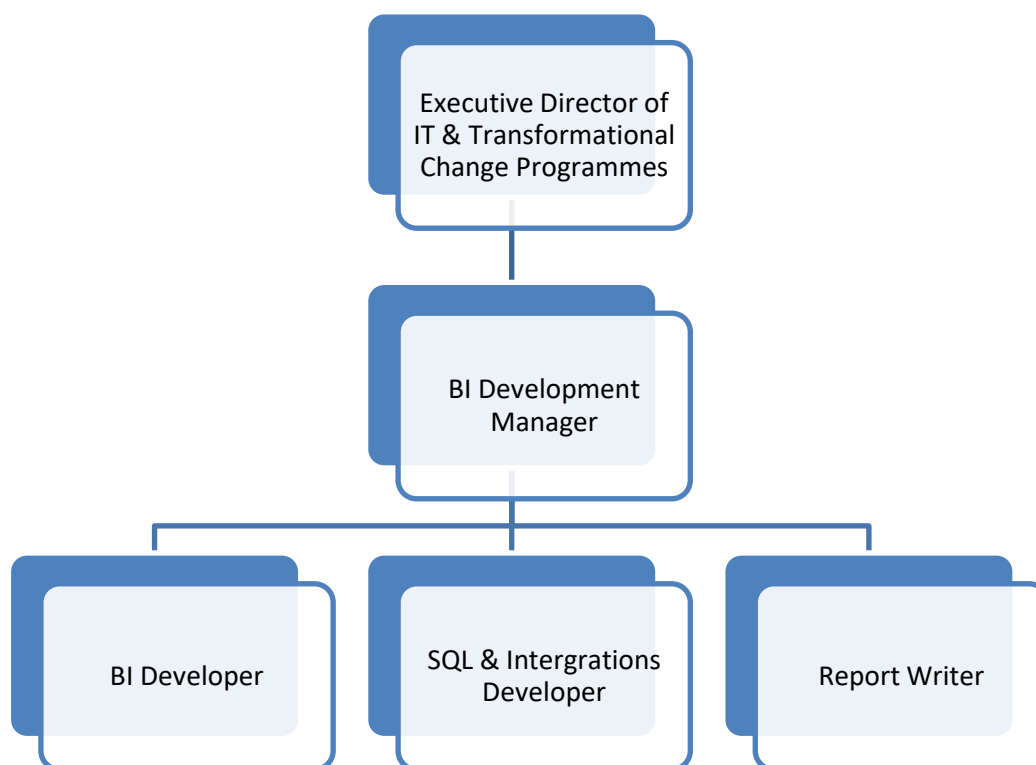
5. Diversity and Inclusion

Loughborough College Group is committed to operating with Fairness, Respect, Equality, Diversity, Inclusion and Engagement at the heart of our organisation.

We are all responsible for ensuring that all individuals receive the same opportunities to develop, grow and achieve their full potential, regardless of personal circumstances and individual differences.

Our FREDIE values are relevant to the whole College community and support the way in which we work and interact with each other.

6. Key Responsibilities

Role specific responsibilities

- Design, develop, and maintain data integration solutions, including SSIS packages and SQL-based jobs, to ensure reliable and efficient data transfer between college systems.
- Write efficient and secure T-SQL code, including stored procedures, views, functions, and scripts, following best practice for performance and maintainability.
- Develop and support the College data warehouse, including design, implementation, optimisation, documentation, and ongoing maintenance.
- Ensure high data quality and consistency across integrations, databases, and reports through proactive validation, monitoring, and documentation.
- Analyse and diagnose integration or reporting issues and provide recommendations to ensure data and process reliability.
- Manage the performance, security, and availability of SQL Server databases and services across the College.

- Oversee day-to-day database operations, including upgrades, backups, migrations, and recovery processes.
- Manage and develop SSIS, SSRS, and Power BI solutions to maintain data integrity, enable efficient data flow, and support accurate reporting.
- Contribute to the design and delivery of reports and dashboards (SSRS and Power BI) that utilise integrated data sources to provide timely, accurate management information.
- Collaborate with the BI Development Manager and stakeholders to scope, prioritise, and deliver integration and reporting solutions that meet business requirements within agreed timeframes.
- Work closely with internal teams to maintain strong, collaborative relationships and ensure technical decisions align with college objectives.
- Meet regularly with stakeholders to gather feedback, assess emerging requirements, and plan improvements to integrations and reporting.
- Escalate issues to the wider IT Support Team or external providers as appropriate, following agreed processes and procedures.
- Maintain appropriate technical documentation for integrations, databases, and reporting solutions.
- Undertake other reasonable responsibilities as required to support the College's data, integration, and reporting objectives.
- Conduct any other responsibility as required.

Core Responsibilities
- To promote the College's vision, mission and strategic objectives and to promote the values and behaviours which underpin them at all times.
- To act as an ambassador for the college in dealings with all external agencies (other colleges, funding bodies, suppliers, learners, parents and employers) and to maintain the highest standards of professional conduct.
- To promote Loughborough College Group and its subsidiaries as the first-choice destination for learners, employers and staff alike.
- To proactively promote equality of opportunity in all aspects of the work role and to assist in the leadership and management of compliance to the agreed Health & Safety policy and practice.
- To promote a positive approach to security and discipline within the College community.

7. Key Result Areas

Action	Result
Develop, maintain, and document College integration jobs (SSIS, SQL-based jobs, data warehouse).	Existing integration jobs are maintained, ensuring maximum uptime for key college systems. New integration jobs minimise manual data entry and repetitive tasks, improving efficiency and service quality.
Write and maintain efficient, secure T-SQL code for stored procedures, views, functions, and scripts.	SQL solutions perform reliably and efficiently, supporting integration jobs, the data warehouse, and reporting needs.
Develop and deploy data error checking and validation strategies.	Data quality is maintained at a high level across integrations, databases, and reports, reducing errors and ensuring reliable information.
Develop, maintain, and document College reports and dashboards (SSRS, Power BI).	College staff have access to timely, accurate operational information, and managers can assess performance, plan, and make informed decisions.
Develop and maintain reports to meet reporting standards.	A consistent and reliable reporting service is delivered to the College.
Understand and perform against Service Level Agreements (SLAs).	Provide meaningful performance data against SLAs from the service desk, supporting continuous improvement planning.
Help identify problem trends to enable effective problem management.	Using applications and KPIs, identify trends to minimise repeat incidents, reduce resolution times, and restore services efficiently.

8. Key Working Relationships and Communications

Internal: BI Development Team, Executive Director of IT & Transformational Change Programmes, Executive Team, Planning and Performance Team, Managers and staff across the College (report stakeholders)

External: The ability to manage and work with organisations who are involved or contracted to supply support which requires effective and determined communication, ensuring internal and external SLA's are met and appropriate

9. Scope for Impact
Not Applicable

10.   Competency Profile

The following profile is a description of the required competencies of the role:

Working with Excellent People	Responsiveness
Own actions and behaviours are inspiring and engage others considering the FREDIE values. Supportive team member; forms positive working relationships in team. Effectively coordinates others in achieving a task. Communicates with accuracy; enables mutual understanding; confident presenter.	Handles change with responsiveness and adaptability. Looks for opportunities to do own job better; puts forward ideas. Always considers longer term impact of own tasks Identifies problems in own work area, collaborates with others to implement solutions. Makes good quality decisions with confidence. Consistently delivers own work on time and to standard.
Ensuring Financial Sustainability	**Self-Awareness**
Works efficiently; makes best use of the College's resources. Own work consistently contributes to the strategic aims of the College.	Manages own health, safety and wellbeing; complies with College policies. Monitors own behaviours, actions and words. Demonstrates self-awareness; manages own reactions; builds good relationships.
Delivering Excellent Quality	
Anticipates customer needs; prevents poor service; delivers consistently high quality service. Enthuses others with accurate and relevant subject knowledge. Continually improves own performance and increases skills and knowledge. Understands the importance of appraising and evaluating results of online searches and be a critical user of digital technologies.	

11. Knowledge, Skills and Experience (Person Specification)

QUALIFICATIONS		ESSENTIAL	DESIRABLE	HOW ASSESSED
1.	Science, Maths or IT based degree or relevant work experience	●		Application/ Certificates
2.	Microsoft SQL query writing qualification or equivalent experience / knowledge	●		Application/ Certificates
3.	SSIS-related qualification or relevant experience	●		Application/ Certificates
4.	Power BI qualification or equivalent experience		●	Application/ Certificates
5.	SSRS-related qualification or relevant experience		●	Application/ Certificates
6.	Data Warehousing qualification or equivalent experience		●	Application/ Certificates
7.	SQL Report Writing qualifications or equivalent experience		●	Application/ Certificates
8.	C# development qualification/experience		●	Application/ Certificates
9.	Possess qualifications in Maths and English Levels 4-9 (GCSE Grades A-C) or equivalent	●		Application/ Certificates
EXPERIENCE				
10.	Experience/knowledge in writing Transact-SQL (T-SQL) scripts such as stored procedures, views, functions, and triggers	●		Interview
11.	Significant experience in developing, maintaining, and troubleshooting SSIS packages and data integration jobs	●		Interview
12.	Experience in managing and optimising SQL Server databases (performance, security, availability, backups)	●		Application/ Interview
13.	Experience in developing, maintaining, and optimising Data Warehouses, including ETL processes and database design		●	Application/ Interview
14.	Experience / knowledge of technologies within the Microsoft BI stack (SSIS, SSAS, TFS, SSRS)	●		Application/ Interview
15.	Experience in developing, maintaining, and delivering SSRS reports and Power BI Dashboards		●	Interview
16.	Demonstrable experience of working with Business intelligence tools to diagnose and analyse data	●		Application/ Interview
17.	Experience using C# or .NET to develop or support integrations, including API connections, automated workflows.		●	Application/ Interview
18.	Experience of Further Education IT systems and funding methodologies		●	Application/ Interview
SKILLS & KNOWLEDGE				
19.	Good organisational and time management skills	●		Interview

20.	Excellent communication skills (written and oral)	●		Interview
21.	Ability to work flexibly as part of a team and to work to deadlines	●		Interview
22.	Ability to prioritise workload to manage conflicting demands	●		Interview
23.	Good interpersonal skills with the ability to work with staff at different levels across the organisation	●		Application/ Interview
24.	Demonstrate a logical and methodical approach to the tasks and priorities encountered within the role	●		Application/ Interview
25.	Demonstrate your understanding of diversity and inclusion	●		Application/ Interview
BEHAVIOURS				
26.	Commitment to safeguarding and promoting the welfare of children, young people and vulnerable adults	●		Interview
27.	Understanding of and commitment to Equality and Diversity	●		Interview
28.	Promote the College's equal opportunities policy and practices	●		Interview
29.	Ensure the safeguarding of students	●		Interview

Notes

1. A satisfactory Enhanced Disclosure & Barring Service check is required for this post. Loughborough College Group is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

2. As part of this role, you are expected to undertake reasonable additional duties such as Exam Invigilation, Welcoming Students and Staff onto campus, supporting with open days and promoting a safe environment across the College Group. This is expected of you in the post mentioned above and all other posts within the College Group.

3. This job description and person specification was prepared in December 2025 and may be amended in light of changing circumstances following discussion with the post holder.

12. Job Description Agreement

Job Holder Signature		**Date**	