



**Hours:** 40 hours/week (1.0 FTE)—Exempt (this is a temporary position contingent on FIPSE grant funds)

**Accountability:** Director of Enterprise Applications

**Relationships:** Part of the software development team; works with subject matter experts across institutional divisions.

**Purpose:** Under the general direction of the Director of Enterprise Applications, the SQL Developer will plan, code, test, document, maintain, and optimize database queries to accomplish software development projects.

**Context:** Western Seminary maintains its own software systems for student records, financial aid, faculty, stewardship, and other processes. We integrate with other third-party systems when appropriate (accounting, learning management, student advising, website). Most systems are built on a Microsoft SQL database architecture with interfaces built upon Windows, Apache, PHP, HTML, and Javascript.

**Primary Job Functions:**

- **Query Authoring** – Write simple to complex queries using Transact SQL that involve the creation of tables, views, procedures, functions, and indexes; write queries to support operational reports for business units.
- **Programming** – Design, code, and debug procedural solutions for equivalent business-related processes.
- **Database Architecture** – Work with the development team to design underlying database structures for proprietary software.
- **Performance Optimization** – Perform SQL query tuning and performance optimization on complex, inefficient queries.

**Secondary Activities:**

- **Documentation, Standards, & Versioning** – Produce and maintain documentation on content, format, and structure of the database and the relationship between its elements; develop, contribute to, and improve the institution's standard database development and architecture practices and styles; implement and maintain change controls for modifications to databases.
- **Business Intelligence** – Transform data into actionable insights that inform strategic and tactical business decisions.

**Outcomes:**

In addition to general expectations held for all other team members at the seminary, the person who is successful in this role will:

- Convert business processes into executable code that increases operational efficiency while minimizing user error.
- Create strong and smart data structures for building optimal systems.
- Understand the relationships and complexities of our data to write optimal queries for interface, integrations, and reports.
- Oversee effective documentation explaining the content, meaning, relationships, and use of our data.

**Qualifications:**

- Experience developing, maintaining and supporting database processes using Microsoft SQL Server;
- Proficiency with Microsoft Server Management Studio, Transact SQL, Microsoft Excel;
- Demonstrated ability to perform above listed essential job functions;
- Organized, especially with regards to computer files and programming code; excellence in documentation; ability to overcome technological hurdles through research and social networking;
- Ability for critical and logical thinking, good judgment, and problem solving; capability to deal maturely with sensitive/confidential information;
- Effective communicator with interpersonal and communication skills to interact verbally and in writing with diverse constituencies, including students, faculty, and staff; to facilitate teamwork among staff and in committees; and to foster effective working relationships externally with schools, colleges, organizations, and agencies;
- Flexible team player (both with work and schedule when needed)
- Evangelical Christian commitment and lifestyle consistent with the World Evangelical Alliance Statement of Faith and the Seminary's governing virtues