



Role Profile

1.	Job Title	Senior BI Developer
2.	Function & Business Unit	IT
3.	Location	Leeds
4.	Hiring Entity	AmTrust, IT
5.	Reporting Line	Technical Team Lead
6.	Direct Reports	None
7.	Key Stakeholders	Senior Managers in Finance, Operations, Sales and Marketing
8.	Applicable Conduct Rules	Individual Conduct Rules 1. You must act with integrity. 2. You must act with due skill, care and diligence. 3. You must be open and cooperative with the FCA, the PRA and other regulators. 4. You must pay due regard to the interests of customers and treat them fairly. 5. You must observe proper standards of market conduct.
9.	Last Review Date	Approved by Head of IT Development on 15/09/2025

Position Overview

- Passionate about creating great software that delights customers.
- Write clean, robust, testable, maintainable code and release it to Production, fast.
- Manage day to day activities in an effective and professional manner
- Embrace and support the IT Development engineering best practices and agile development methodology and ethos of continuous improvement.

Essential Job Functions

Technical Responsibilities

- Write amazing, simple, maintainable, flexible code to deliver agreed team outcomes
- Write tests and run them. Use TDD and BDD where appropriate.
- Commit, Integrate, Test, Build and Deliver code
- Participate in design discussions
- Discuss delivery goals with the team
- Work with the Product Owner Group to understand your customer's need
- Work with the team on continuous improvement on the 'route to Production' process, with fast and effective end-to-end delivery in mind.
- Help maintain clear communication around features and change with all stakeholders
- Lead, coach and grow as a craftsperson and collaborator, learning fast from feedback.
- Become and stay an expert in current and emerging technologies and tools.
- Contribute and adhere to development standards, policies and procedures.

Team Responsibilities

- Work closely with other team members to create cohesive software.
- Work closely with peers to understand fully business requirements.
- Show flexibility to respond to the changing needs of the business.
- Actively contribute to the process of continual improvement, with regard to self, team and systems
- Perform support as required
- Train and integrate new team members and proactively support the continued development of existing team members
- Promote a positive working environment for the team
- Proactively report and manage upwards to management, to inform them of the work currently in development.
- Work towards team goals and personal objectives
- Mentor team members
- Inspire and motivate team members
- Work with the wider team to support further initiatives including Recruitment of new employees into yours and other teams within the department
- Be a champion for your area within the IT and business organisations.
- Other duties may be assigned in order to meet the on-going needs of the organisation

Other

- Comply with AmTrust procedures, policies and regulations as relevant to remit.
- Ensure you complete all mandatory and job specific training requirements in line with the required time frames.
- Complete the required number of hours of Continuing Professional Development (CPD) as it pertains to your role and applicable qualifications and ensure this is logged in Workday.

- Fully participate in all applicable fitness and proprietary and Performance Review processes. Promptly advise your line manager/HR as to any matter that may be relevant and/or impact your ability to perform in your role.
- Other duties may be assigned in order to meet the on-going needs of the organisation.

Qualifications, Experience, Competence

Qualifications

- 2:1 or First class degree or equivalent in Computer Science, Software Engineering, Information Technology or similar technical degree, or suitable industry experience
- Strong secondary education ('A' at A-Level equivalent) in Maths, Physics and/or other numerate subjects.

Experience

- Proven experience of working in a team of software engineers / BI developers
- Demonstrable programming ability with in-depth understanding of underpinning techniques.
- Proven ability of tackling challenging projects
- Experience in full software development lifecycle from design to deployment
- A proven track record of developing high quality software to business specification whilst understanding processes and requirements.
- Experience using SCRUM or other Agile methodologies.
- Excellent written and verbal communication skills in English
- Experience recruiting staff
- Technical experience
 - PowerBI
 - Azure data factory
 - SSIS/SSRS
 - SQL warehousing
 - Patterns for data warehousing
 - Cognos (nice to have)

Functional/Technical Competencies

- Ability to have a positive impact on others and communicate openly and directly to individuals or groups at all levels
- Ability to motivate others to achieve goals and generate confidence whilst respecting and supporting colleagues and team members to reach their full potential.
- Ability to exert influence upwards by developing and maintaining relationships at Senior Manager level
- Ability to identify current and future talent to contribute to business success
- Displays technical leadership and encourage it within others
- Ability to manage time effectively and direct others towards the same standards
- Ability to translate strategic objectives into everyday activity and guide and motivate others to do the same
- Be familiar with and adhere to the change management policy
- Comfortable with highly numeric applications.
- Demonstrates intellectual rigour, possesses relevant abilities and is able to pick up new skills quickly.
- Able to solve complex problems, participates in continuous improvement, adapts the ideas of others.
- Demonstrates a proactive approach, gets things done, demonstrates accountability & ownership, prioritises own workload.

- Ability to apply learned skills, awareness beyond immediate area/role.
- Able to work well under pressure, flexible, positive & focused during times of change.
- Strong verbal and written communication in English. Good interaction with internal clients.
- Works well with others and actively contributes towards team objectives.

Core AmTrust Behavioural & Professional Competencies (Employees)

Results Driven: Displays energy, determination and a sense of urgency to get the job done; understands the importance of meeting deadlines to achieve objectives; takes responsibility for organising own workload to ensure goals are met; identifies barriers or issues that might impact adversely on getting the job done and is proactive and innovative in resolving problems and finding solutions; strives for excellence.

Adaptable & Open to Change: Demonstrates a willingness to adapt and change according to circumstances; is able to comfortably handle ambiguity and changes in priorities; identifies the requirement to demonstrate flexibility for the wider benefit of the department and the business; supports change and the drive to continuously improve.

Relationship Management & Customer Focus: Builds and maintains strong internal and external customer and other relationships as relevant to role; is able to effectively understand and support customer needs while balancing business needs; takes responsibility for meeting agreed service levels and other commitments.; strives to deliver excellence and innovates to deliver solutions; ensures that all our customers are treated fairly and receive good outcomes in accordance with our regulatory requirements.

Risk Management: Is able to understand and identify common types of business risks for their functional or business area; actively supports the maintenance of an effective control environment; takes timely remedial action as may be required to prevent or minimise loss; proactively escalates risks to the appropriate party; ensures the timely closure of internal audit actions; supports continuous improvement in the management of risk.

Collaboration: Demonstrates respect and integrity in all collaboration with others; works with rather than competes with others in the business to achieve company goals; builds trust through open communication; adapts style and messaging appropriately; seeks out and listens to the opinions of others; supports team building and an inclusive culture that values diversity.

Continuing Professional Development: Proactively keeps up to date with regulatory and professional changes; maintains the required knowledge and skills to perform in post and undertakes all required / mandatory training; ensures that annual learning and development plans and Continuing Professional Development (CPD) obligations are achieved.

AmTrust Values: Able to demonstrate and role model AmTrust's values: Excellence, Innovation, Integrity, Responsibility, Inclusion and Teamwork.