

**Date Posted:** December 21, 2011

**Position Status:** Permanent full time

**Available:** January 2012

**Description of the Position:** The Associate, Database Developer assists in the maintenance and updating of the Foundation's Customer Relationship Management (CRM) system. In addition, analyzing data to create reports and generate complex queries and ad-hoc lists as requested. This role requires a high degree of technical expertise as well as strong business acumen. The Associate reports directly to the Director, Information Technology.

**Duties and Responsibilities:**

- Collaborates with business units to align technology solutions with business requirements;
- Analyzes workflows to address business needs by investigating, resolving and sometimes escalating problems to IT team members;
- Maintains, tunes and repairs applications; performs preventive maintenance activities; and provides user support;
- Performs data loading, ETL scripts development, test and implementation;
- Acts as a project member or team lead in supporting complex business processes, requiring integration of technical solutions that may cross multiple functions of the business;
- Supports organization-wide business intelligence applications/CRM and the optimization of business intelligence tools;
- Works with business units to analyze data flow between systems to establish entity and functional relationships;
- Develops reporting and metrics to ensure management information is consolidated, presented and distributed effectively;
- Partners with business units, external vendors and IT management to determine customer group data intelligence and infrastructure needs and make recommendations for upgrades;
- Identifies and leverage opportunities to continually improve the governance of data management systems, processes, policies and standards; and
- Maintains organization-wide integrity of the data by ensuring that data currency and data cleansing procedures are implemented and followed

**Qualifications:**

- University degree or college diploma in Computer Science or other related disciplines;
- 5 years experience with Database Administration;
- Demonstrate experience working in a Microsoft SQL Server environment;
- Demonstrate understanding and experience in working in a data warehouse environment;
- Understanding of ETL processes, database schema design and report design;
- Experience working with customer/donor management systems;
- Experience working with CRM systems, e-commerce, and content management applications;
- Solid background in relational databases and experience working with Blackbaud products a definite asset;
- Excellent oral and verbal communication skills, and a demonstrated ability to work under pressure while juggling several competing priorities;
- Proven ability to work collaboratively in a team environment;
- Comfortable in fast-changing, fast paced environment with tight deadlines; and
- Able to function as an effective team member while demonstrating initiative.

**About SickKids Foundation:**

SickKids Foundation is the largest non-governmental granting agency in child health in Canada. Established in 1972, SickKids Foundation has granted over \$500 million to The Hospital for Sick Children and over \$60 million to researchers across the country.

As a national charity, SickKids Foundation not only invests in the important work taking place at The Hospital for Sick Children, it also invests in targeted strategic initiatives which are national and international in scope, to benefit child and youth health in Canada and around the world and complement the work done at SickKids. This commitment to child and youth health in Canada is true to the spirit of the Foundation's founders, who articulated a vision for the Foundation that went well beyond the hospital walls over 33 years ago.

SickKids Foundation inspires people to invest in groundbreaking discoveries, the transfer of knowledge and the care of children and their families in Canada and around the world. The future of healthier children starts here. Help us change their world so they can change ours.

**Hours :** 9 am to 5 pm Monday to Friday

**Available to:** Internal Candidates

**Deadline:**

**Submit Resume to:** Human Resources Department  
SickKids Foundation  
525 University Avenue, 14<sup>th</sup> Floor  
Toronto, Ontario M5G 2L3  
email: [careers@sickkidsfoundation.com](mailto:careers@sickkidsfoundation.com)

**Only those applicants selected for an interview will be contacted.  
No phone calls please.**