



THE BUSINESS

Compare.com is an enterprise owned by a consortium of insurance carriers from the US and Europe - Admiral Group Plc (the second largest auto insurer in the UK) being the majority owner. The business will reinvent how consumers shop for auto insurance in the US, creating a "Travelocity®" like process for those products. We are building a consumer brand that will become part of the common vernacular. Just as Kleenex is another term for tissue, we intend to be the same for online comparison shopping, initially for auto insurance and then expanding to other related insurance and unrelated financial services. Sound interesting? If so, keep reading.

THE PERSON & THE CULTURE

So what's it like to be an employee of compare.com? At compare.com, we are different, maybe even a bit counter culture. We firmly and wholeheartedly believe that people who like what they do, do it better and we go out of our way to ensure that coming to work is enjoyable. Doing the job and doing it well is the key no matter who you are. At compare.com we are a team, we work as a team and if we fall, we fall as a team and lean on each other to pick us up. Effective interaction with the team is required just as is challenging each other's ideas to come to the best possible solution. We are looking for someone who comes with a wealth of good ideas on their own but also recognizes the inherent creativity in all of us and accepts willingly that the next great idea may not be their own genesis. Flexibility is key, as we plan for long-term but adjust continuously.

Compare.com offers an honest and open culture and every member of our staff is treated as an equal. Achievement is recognized and rewarded, but most of all coming to work is fun. We work hard to produce high quality work but we like to play hard as well. There are many fun things to do at compare.com to help the average workday go by; a Lego wall board to bring the kid out in you, or a treadmill and exercise bike to use while typing that email, or if you just want to sit and read a book we have a library area for you. Every day is a fun day at compare.com, now the question is, does this sound appealing to you!

POSITION OVERVIEW

This position is a great opportunity for an entrepreneurially-minded person who enjoys making a difference in a start-up company. Job level will be commensurate with candidate experience. This position is responsible for designing, implementing and supporting stable, reliable and effective database solutions that support the growing business and technical needs of Compare.com. The right person for this role must have strong organizational skills, proactive work ethic, and move easily between multiple tasks in a fast paced environment. You must be able to develop and maintain strong relationships with others and have the desire to keep learning.

We are looking for candidates who are excellent communicators, as well as analytical and self-starting to work with diverse agile teams toward the effort of creating solutions for integrating, processing and reporting disparate data sets. He or she will also be comfortable managing ambiguity and rapidly-changing priorities to drive results, with a strong desire to take on more responsibility as Compare.com grows.

RESPONSIBILITIES

- Designs and implements stable, reliable and effective enterprise grade database solutions
- Works with an agile team consisting of Developers, Analysts and other stakeholders on technical design, development, coding, testing, debugging and documentation of databases and database applications
- Identifies and escalates data and/or system issues and collaborates with relevant teams to fix them, to communicate data and system impact, and to recommend changes that prevent future incidents
- Contributes to advancing the team's design methodology and software development best practices
- Collaborates with product or business owners, as required, to clarify intent, acceptance criteria or requirements in support of delivering superior business and/or technical value
- Tests stored procedures, reports, and other database objects for data quality and accuracy
- Provides production support for operational and reporting systems
- Performs other duties as assigned

QUALIFICATIONS

- Degree in Computer Science or related discipline required
- At least 3 years of experience in database or BI developer role
- Microsoft accreditation(s) preferred

Technical

- Proficient at design and development of ETL using MS SQL Integration Services (SSIS)
- Experience with common ETL Design Patterns
- Proficient at writing T-SQL, stored procedures and functions
- Proficient with analysis of data quality and data profiling
- Experience with writing technical documentation and communicating database design
- Experience working with an Agile team to create and develop operational processes and software
- Experience developing ETL of OLTP data for analytical/BI reporting; ability to perform as OLTP DBA is a plus
- Proficient in Excel BI Tools, XML, JSON and Version Control Systems (TFS experience is a plus)
- Experience in OLAP schema modeling for DWH
- Tableau desktop and Server experience is a plus.

Non-Technical

- Self-driven, organized, reliable and determined team player
- Positive outlook and desire to drive and instill data quality throughout the organization
- Thinks analytically and solves complex problems within a team structure
- Flexible and able to adapt to new processes and requirements in a dynamic environment
- Strong, clear and concise written and verbal communication skills
- Effectively communicates technical information to non-technical people as and when required
- Advocates for innovation and drives change through persuasion and consensus
- Translates issues/problems into solutions with tangible changes that improve the team or the organization

Compare.com is an equal opportunity employer committed to diversity in the workplace and promotes a drug-free environment.