Institutional Research Analyst Programmer

Recruitment #:   S2551
Review Date: Open | Open until filled
Department: Institutional Research
Salary Rate: $3,994 - $9,594 [Salary Level]

About Western Oregon University:

Western Oregon University is a regional public, mid-sized university – committed to changing lives, strengthening communities and transforming our world. Located in Monmouth, the heart of Oregon's lush Willamette Valley, WOU is about 20 minutes from Salem,the state's capital and about 75 minutes from Portland, the state's cultural hub.

Western is one of Oregon's oldest public institutions of higher education and was incorporated into the state system as a teacher training institution in 1882. The university offers undergraduate and graduate degrees in arts and sciences, education and professional areas. It's known for small class sizes, a focus on sustainability and a diverse liberal arts education in a student-centered environment. Western is a Hispanic Serving institution, with over 40% of undergraduates being students of color.

Position Summary:

The Office of Institutional Research is seeking an IR Analyst Programmer to serve as a key technical leader within the Office of Institutional Research. This role is responsible for designing and managing the office's institutional data warehouse environment, including the analysis, design, modification, testing, installation, and maintenance of application programs, integrated systems, and database solutions. The incumbent leads the architecture and development of data warehouse structures, oversee ETL processes for efficient data integration, and ensures data integrity, performance, and usability. This position provides expertise in Ellucian Banner and the Ellucian Operational Data Store (ODS), serving as the lead for database creation, management, and optimization to deliver reliable, accessible, and actionable data for institutional reporting and analytics.

This position is not remote. The successful candidate must be able to work on-site and must reside within the state of Oregon. Visa sponsorship is not available for this position.

Click here for the complete position description which includes knowledge areas and preferred qualifications.

Required Qualifications: Please ensure your application materials clearly demonstrate how you meet the following:

- High School Diploma or equivalent (GED)
- 3-5 years of progressive experience in data analytics, business intelligence, or database management in a higher education environment. A minimum of five years of progressive experience is required for advanced technical skills.
- Substantial experience with Ellucian Banner and the Ellucian Operational Data Store (ODS). Demonstrated ability to extract, integrate, and model data from these systems.
- Expertise in SQL programming and experience with enterprise RDBMS (e.g., Oracle, SQL

- Server, or PostgreSQL). Demonstrated ability to write efficient and complex SQL queries.
- Strong knowledge of business intelligence (BI) tools such as Cognos, Power BI, or Tableau.Preferred experience utilizing Cognos Framework Manager or Power BI Dataflows
- Proven experience in data warehouse modeling, database design, and ETL processes. Demonstrated ability to design and implement robust data solutions.
- Demonstrated ability to manage secure databases and uphold institutional data privacy standards.Knowledge of relevant data privacy regulations (e.g., FERPA).
- Developed analytical skills: Ability to diagnose complex data issues and derive insights.
- Effective communication skills:Ability to communicate complex technical information clearly to technical and non-technical stakeholders.
- Developed documentation skills Ability to create comprehensive technical and user documentation.

How to Apply: To apply for this position, please upload the following required materials within the application portal. Questions may be directed to employment@wou.edu

Applications missing any of the required documents will not move forward for consideration. Please include only the materials listed below:

1. WOU Employment Application form available here - classified
2. Cover Letter that outlines your qualifications and how they align with the position
3. Resume
4. Complete and submit the Reference Check form, available here along with your application

Background/Education Check:
A criminal background check will be completed as a condition of employment. Education checks are processed for positions requiring a formal degree as a minimum requirement.

Benefits:
Western Oregon University offers an excellent benefits package for eligible employees which includes 95% premium paid healthcare, a generous retirement and vacation package, and reduced tuition rates for employee, spouse or dependent at any of the Oregon Public Universities.
http://www.wou.edu/hr/benefits/

Equal Employment Opportunity:
Western Oregon University is an equal opportunity employer. We do not discriminate based on race, color, national origin, gender, gender identity, sexual orientation, age, disability, religion, veteran status, or any other characteristic protected by law. We embrace our differences, and know that our diverse team is a strength that drives our success.

Accommodation Requests:
Western Oregon University is committed to developing a barrier-free recruitment process and work environment. If you would like to request disability-related accommodation(s) to participate in a WOU

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activity or event, please complete the [online request form](#) at least three (3) business days in advance. If you have questions, contact Desiree Noah at noahd@wou.edu.

Veterans Preference
Applicants are eligible to use Veterans' Preference when applying with Western Oregon University in accordance with ORS 408.225, 408.230 and 408.235; and OAR 105-040-0010 and 105-040-0015. Preference will be given only if the applicant meets the minimum criteria of the position and electronically attach the required documentation at the time of application. For information regarding Veterans' Preference qualifications, visit http://www.oregonjobs.org/DAS/STJOBS/vetpoints.shtmlq

To stay informed about the progress of this search, we invite and encourage you to explore our career page at wou.edu/hr/employment/jobs/. Unfortunately, due to the volume, it is challenging for us to offer individual updates on the status of each application, and for that, we sincerely regret any inconvenience. We thank you for your patience and interest in employment at Western Oregon University.

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