Job Description

Date: April 2025

Job Title: Senior Data Engineer

Department: Application Development

Location of Job: Orlando, FL

Reporting Relationship: Director of Application Development

Exemption Status: Exempt

Generally

Wycliffe Associates is a ministry, and our mission of Bible translation is a special calling. Wycliffe Associates trains Christians all over the world to become Bible translators and we seek to safeguard the integrity of the Scriptures through that process. While specific skills and experience are a major part of this role, what is most important to Wycliffe Associates, and to the Lord, is a person's heart. The person who fills this role should have a special calling from the Lord for ministry. In this role you are considered a minister of the gospel. For such a high calling, our lives and values should reflect that pure and holy calling. As we are told in 1 Peter 1: 15-16, "But just as He who called you is holy, so be holy in all you do, for it is written: 'Be holy, because I am holy.'"

Who We Are

The Application Development team at Wycliffe Associates is a highly skilled team working to further Bible translation across the world. We develop software used by the global church to translate Scripture into their own languages; we maintain the publishing pipeline to render translated Scripture into whatever form the community needs; and we support the complex internal business needs of the organization, including finance, fundraising, and donor engagement.

Who We're Looking For

We're looking for someone with a heart for ministry who senses a calling from God to serve His church and has both strong database development and data analysis skills. This role is much more than a traditional data analyst—it requires expertise in managing a complex data warehouse and integrating multiple enterprise systems, including Salesforce, NetSuite, Dynamics CRM, HubSpot, ADP, and more.

The ideal candidate is a highly skilled SQL developer with experience in ETL processes, data modeling, business intelligence, and enterprise system customization. They will be responsible for:

- Designing and optimizing database architectures and data flows,
- Maintaining and improving data integrations,
- Customizing enterprise applications to align with organizational needs,
- Supporting financial and donor reporting, and
- Ensuring reliable dashboards and business intelligence tools.
- This position requires someone who is self-motivated, detail-oriented, and able to work collaboratively with teammates in an agile development environment.

Major Responsibilities

- Design, develop, and maintain a data warehouse that integrates data from multiple sources, ensuring data integrity and performance.
- Build and optimize ETL processes to support reporting, analytics, and operational needs.
- Maintain and troubleshoot data integrations between systems, ensuring reliable and timely data flow.
- Customize Salesforce, NetSuite, and Dynamics CRM to align with organizational workflows and optimize efficiency.
- Develop and support dashboards and reports in Power BI and SQL Server Reporting Services (SSRS, including paginated reports).
- Support financial, donor, and operational reporting, working closely with Finance, Fundraising, and IT teams to provide accurate data.
- Perform database administration tasks, such as backup and recovery testing, performance monitoring, and security management.
- Assist the Application Development team in query optimization, stored procedure development, and indexing strategies.
- Stay up to date on best practices in database architecture, performance tuning, and cloud-based data solutions (Azure, AWS, etc.).

Required Qualification and Skills

Database & Development Expertise
- Extensive experience with Microsoft SQL Server, including T-SQL, stored procedures, triggers, and functions.
- Deep understanding of performance tuning, execution plans, and query optimization.
- Experience designing and maintaining data warehouses and ETL pipelines.
- Strong experience integrating and customizing Salesforce, NetSuite, and Dynamics CRM.
- Experience developing Power BI dashboards and paginated reports in SQL Server Reporting Services (SSRS).

Financial & Accounting Data Knowledge
- Strong understanding of financial and managerial accounting data, including general ledger, accounts payable/receivable, financial reporting, and budgeting and planning.
- Experience supporting fundraising, donor analytics, and nonprofit financial operations a big plus.
- Ability to design reports and data structures that support audit and compliance requirements.

Additional Skills & Preferences
- Experience with cloud-based data solutions (Microsoft Azure, AWS, or Google Cloud) is a plus.
- Bachelor's or master's degree in computer science, Data Science, Information Systems, or Accounting/Finance strongly preferred.
- Strong problem-solving and critical-thinking skills, with the ability to translate business requirements into scalable data solutions.
- Familiarity with Bible translation, linguistics, or nonprofit ministry work a plus but not required.

Personal Qualifications

1. Have a personal relationship with Jesus Christ and live a life in full alignment with our Core Beliefs.
2. Should sense a call from God to ministry and have a genuine caring for people.
3. Should have personal warmth that invites confidence and possess a personal integrity that never forfeits the trust that is offered.
4. Ability to be at ease with people from diverse cultures and backgrounds.
5. Demonstration of the attitudes of a servant leader.
6. Ability to work effectively with a virtual team.
7. Ability and desire to learn new technologies, improve skills, and adapt to change.

Why Join Us?

This is an opportunity to make a global impact through the power of data and technology. Your work will directly support Bible translation efforts around the world and help ensure that mission-critical financial and operational data is accurate and reliable. If you are passionate about data, technology, and ministry, we'd love to hear from you!

Wycliffe Associates makes employment decisions in accordance with applicable federal and state employment laws and regulations. As a religious organization, we are entitled to make employment decisions on the basis of religious beliefs and practices of the applicant or employee.