

Job Title: Data Integration Specialist

Location: St. Petersburg, Florida; residing in the Tampa Bay area before beginning work is required

About Luminosity:

Luminosity, Inc. is a nationally recognized and highly regarded small, women-owned business whose mission is to advance pretrial justice in America. For over two decades, we have leveraged data analytics and implementation science to improve public safety, fairness, and cost-effectiveness in communities across the country.

Luminosity's Data Analytics team comprises expert business analysts, data engineers, data scientists, and visualization experts. Our team is the leading authority on linking and integrating siloed data from independent justice system agencies and creating usable, accessible, interpretable, and actionable data. Luminosity's pretrial justice data analytics, research, and implementation projects have been presented at prestigious national events, cited in numerous high-profile media outlets, and published in top-tiered academic journals. Our *Transforming Siloed Data into Justice System Insights* initiative is underway in cities and states across the US.

Luminosity team members are committed to creating a highly collaborative and effective work environment that is open and welcoming to individuals of all backgrounds and life experiences. We prioritize developing a workforce that is as diverse as the communities in which we work.

Job Summary:

We seek a highly skilled and passionate Data Integration Specialist specializing in justice system analytics to join our dynamic data analytics team. Your primary responsibilities include gathering and documenting requirements, translating business needs into technical specifications, overseeing data integration design, conducting testing and quality assurance, troubleshooting complex issues, and serving as a subject matter expert. This position offers the opportunity to work directly with leading policymakers on projects with immediate real-world impact.

Responsibilities:

Requirements Gathering and Documentation

- Gather, analyze, and document data integration requirements and translate those requirements into functional and technical solutions
- Ensure clear and comprehensive documentation detailing project specifications and objectives, ETL processes, data models, and data lineage

Technical and Non-Technical Collaboration

- Bridge the gap between technical and non-technical stakeholders, translating business needs into technical specifications
- Facilitate communication and understanding between clients, stakeholders, and the data analytics team

Data Integration Design

- Lead the design and architecture of data integration solutions, aligning them with project goals and adhering to industry best practices
- Strategize and develop data models, integration processes, and transformations to consolidate data from disparate sources

Testing and Quality Assurance

- Conduct extensive testing and quality assurance to ensure the accuracy and reliability of data integration solutions
- Implement comprehensive data validation procedures to maintain data integrity

Complex Issue Troubleshooting

- Investigate and resolve complex data integration issues using advanced troubleshooting skills and technical expertise
- Proactively identify potential challenges in data integration to minimize operational disruptions

Mentoring, Leadership, Subject Matter Expertise

- Offer team members technical guidance, mentorship, and support
- Establish yourself as a subject matter expert in data integration within the criminal justice system, continuously updating knowledge on industry trends and technologies

Education and Experience:

- Minimum of a bachelor's degree in Computer Science, Information Technology, Data Science, or a related field
- Minimum of five years of proven experience in data integration and leading complex data integration projects, including requirement gathering, design, testing, and quality assurance
- A related master's degree can be substituted for two years of experience

Technical Skills:

- Expert knowledge of data integration tools and technologies like ETL platforms, APIs, data warehousing, transformation tools, and related software
- Proficiency in designing and building data models that efficiently consolidate data from disparate sources
- Strong understanding of scripting languages like SQL or Python for data manipulation and transformations
- Expertise in data quality testing, validation, and cleansing techniques
- Advanced troubleshooting skills to identify and resolve complex data integration issues

Non-Technical Skills:

- Ability to gather, analyze, and document data integration requirements from stakeholders
- Excellent communication skills to bridge the gap between technical and non-technical stakeholders, translate business needs, and facilitate team collaboration
- Ability to lead data integration projects effectively, plan, prioritize, and meet deadlines
- Deep understanding of data integration challenges and best practices within the criminal justice system
- Ability to analyze complex data integration issues, identify root causes, and develop practical solutions

To Apply: Please submit a resume, unofficial transcripts, and three references to Marie VanNostrand, Director of Data Analytics, Contact@luminosity-solutions.com

Luminosity is an Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or other protected classes under the law.