JOB POSTING

Title: Data and CRM Engineer
Department: Business Strategy & Analytics
Reports to: Manager of Advanced Analytics
How to Apply: www.chicagobears.com/jobs

About the Role
The Data and CRM Engineer will help implement and continuously improve the organization's customer data strategy, helping to acquire new data sources and refine existing complex data sets. Responsibilities at a high-level will include leading efforts to design data integration and governance architecture and ETL jobs, map pertinent fields from the data warehouse to CRM for sales and/or marketing efforts and ensure data accuracy and usability is maintained at the highest of standards.

Who We Are
The Chicago Bears strive to advance our mission of winning championships by conducting ourselves with humility, integrity, and a strong work ethic. We want you to help us achieve our goals and to be part of the one of most storied franchises in all of sport. We offer our employees professional development, competitive salaries, excellent health and retirement benefits, and an environment where our talent and contributions are valued by the club and the community.

Our Commitment to Diversity, Equity & Inclusion
The Chicago Bears organization continues to deepen its commitment to establishing an inclusive, equitable work environment that reflects the diversity within our communities and fan base. We value, respect and appreciate diversity at all levels, on and off the field, and are guided by a vision of success that includes integrating diversity, equity, and inclusion into our club's DNA and culture.

Responsibilities
- Create and maintain ETL pipelines from various internal and external data sources to our data warehouse using SQL, Microsoft Azure, and Amazon Redshift
- Audit raw data and ETL jobs to run data quality and validation tests; ensure high standards of data hygiene
- Manage CRM campaign creation, workflow, and overall execution of system
- Meet with business stakeholders to understand desired reporting needs and enhancements; build out reporting functionality in Tableau
- Design, configure, update, test and maintain back-office applications within the CRM environment
- Assist with integrating CRM applications with other enterprise applications, as required
- Build and sustain data acquisition roadmap for pertinent data sources
- Manage relationships with third-party data providers
- Locate and define new process improvement opportunities

Qualifications
- Bachelor's degree in Computer Science, Information Technology, Mathematics, Statistics or related field

- 3-4 years with hands-on experience equating to expertise and mastery of SQL and similar experience working with relational databases, data warehouses, and CRM systems
- Working knowledge of data visualization tools (Tableau preferred) for internal reporting is a plus
- In-depth understanding of sales, marketing, business processes, and how they relate to the business software
- Strong analytic skills related to working with unstructured datasets, API data extraction and web scraping applications
- Strong critical thinking, analytical and problem-solving skills with the ability to collect, organize, analyze, and disseminate significant amounts of information with attention to detail and accuracy

This list of position functions is not all-inclusive and may be supplemented or modified.