Advanced Tableau Designer/Developer (Remote, FT/PT)

Crow Insight is seeking one full-time or two part-time remote (U.S.-based) Tableau designer-developers to collaborate in designing and building internal and public-facing dashboards and decision tools for our clients.

Who we are:

Crow Insight is an [award-winning](#) information design firm committed to helping public-interest organizations understand and communicate data. We call it "illuminating data." Right now, we are working most with organizations that specialize in public health, environmental science and higher education. Examples of our work can be found in our [online portfolio](#).

We are a small, family-friendly business. We've worked remotely with schedule flexibility since 2013 and don't expect that to change. Further, we are committed to Equal Employment Opportunity without regard for race, ethnicity, gender, protected veteran status, disability, sexual orientation, gender identity, age or any other protected status under applicable law.

Job description:

In collaboration with senior colleagues, you will work closely with our clients' subject matter experts and project leaders to understand their needs; define analytical and reporting requirements; and develop user-friendly Tableau dashboards, reports, and stories. You'll work with clients to ensure they know how to maintain the data pipeline and reporting systems that you deliver.

As a small organization, we have a flat management structure. You will have the opportunity to work closely with senior colleagues with substantial expertise in data visualization, data communication and Tableau. You will also have opportunities to grow into greater roles in product and project ownership, consistent with your experience, capabilities, capacity, and interest.

Responsibilities:

- Participate in and increasingly lead internal and client-facing meetings
- Take a leading role in ongoing communicating with clients
- Take responsibility for understanding client data, subject matter, and meeting deadlines
- Identifying and communicating potential problems early on, soliciting advice, avoiding spinning your wheels on problems.
- Delivering high-quality products
- Stay up to date on new Tableau features and cool Tableau hacks.
- Clean and transform data using efficient, reliable, and repeatable methods (e.g., scripting).
- Develop and deploy great reporting and analysis products using Tableau.
- Readily share your knowledge, and eagerly seek and address feedback.

Please apply only if you:

- LOVE helping people do good with data (including messy data). You know you're successful when your users are happy and effective.
- Bachelor's degree and at least 3 years' rock-solid experience building compelling and sophisticated Tableau dashboards. We are for good visual and user-oriented design, attention to detail, and skilled writing/explanation.
- Enjoy challenges and be eager to learn new things, experiment and solve unanticipated problems. Clients come to us when their problems aren't easy.
- Care deeply about creating high-quality, accurate products, where details matter. We all make mistakes, but you're the sort of person who tries really hard to find your own before anyone else does.
- Reside and be authorized to work in the United States.

We require the following *demonstrated s*kills/experience:

- Clean and sophisticated development in Tableau Desktop and Tableau Server, Online or Public. You are experienced in bending Tableau to your will.
- Cleaning and transforming a variety of data types (including survey data), using efficient, reliable, and repeatable methods.
- Working with robust databases and simple flat files.
- Success in collaborative Tableau design processes.
- A great eye for visual design.
- Strong project/product management skills
- Excellent writing and other communication skills.

You go to the top of the pile if you demonstrate:

- Web development experience, including with Tableau APIs
- Knowledge of survey statistics and experience with Stata and/or R, particularly to clean and transform data.
- Volunteer or professional experience working for the public interest, whether or not it relates to data.
- Fluency with design software such as Figma or Adobe creative cloud.
- Expertise in UI/UX, accessibility and responsive design.

Required professional skills:

- Clear and timely communication, reflecting an awareness of the needs of your colleagues and clients.
- Meticulous, detail-oriented and organized.
- Ability to prioritize assigned work and complete in a timely manner.
- Ability to be adaptive and flexible within deadline-driven work environment.
- Ability to thrive while working independently or collaboratively within a team; work with other team members in problem-solving and debugging.

What you get:

- Competitive pay, consistent with experience and capabilities
- 401(k) with employer match
- Personal and sick leave (for employees working a minimum of 20 hours per week).
- Professional development opportunities.
- Reimbursement for telecom expenses (employees working minimum 20 hours per week).
- Full-time employees:
  - Employer contributions to medical, dental and vision insurance.
  - Employer-paid short- and long-term disability insurance.
  - Comp time accrual if you happen to work more than 40 hours in week.

Other requirements of position:

- Reasonable ability to collaborate with colleagues during business hours in the Eastern time zone.
- Have access to a private and quiet place with reliable telecommunication for online meetings.
- We conduct a standard criminal background check on new employees and use E-verify. You must be authorized to work in the United States.

How to respond:

Apply directly to Crow Insight by sending an email to TableauDev2021@CrowInsight.com no later than **November 12, 2018** (sooner is better, because we will be conducting a rolling review process). Your email must include the following:

- How you learned of the position (e.g., Indeed).
- City and state in which you live.
- Explanation of why you would be a good fit for the position and Crow Insight.
- Whether you are seeking full-time or part-time employment (if part-time, indicate the range of hours you are looking for).
- Resume.
- Links to recent, relevant examples of your work (please be prepared to let us "look under the hood" of Tableau workbooks that you share).

Top candidates may be asked to provide references and relevant higher education transcripts/certifications.