Snowflake Developer and Administrator - (260001XB)

Executive Office of Housing and Livable Communities (EOHLC) is seeking a Data Warehouse Analyst III/ Snowflake Developer and Administrator in the Information Technology Unit!

AGENCY MISSION:
The Executive Office of Housing and Livable Communities (EOHLC) is charged with creating more homes in Massachusetts and lowering housing costs for residents.

Formerly known as the Department of Housing and Community Development (DHCD), EOHLC works with municipalities, local housing authorities, non-profit organizations, and development partners to provide affordable housing options, financial assistance, and other support to Massachusetts communities.

OVERVIEW OF ROLE:
The Snowflake Developer and Administrator leads the implementation and maintenance of our new Snowflake data warehouse and plays a critical role in designing, building, and supporting the components of the agency's data warehouse. This position involves working with various stakeholders to ensure accurate and efficient data management, reporting, and analytics. Collaborate closely with the technology group, the agency data team, agency program staff and external organizations that assist in delivery of EOHLC programs. The Snowflake Developer and Administrator will report to Director of IT Development - EOHLC.

DUTIES AND RESPONSIBILITIES (NOT ALL INCLUSIVE):
Key responsibilities:
1. Data Warehouse Management:
·   Oversee Snowflake data warehouse setup, configuration, maintenance, and optimization.
·   Implement and manage Role-Based Access Control (RBAC) policies to secure sensitive data and manage permissions.
·   Monitor and manage Snowflake storage and compute costs, implementing optimization strategies as needed.
·   Set up and manage data sharing, private links, and secure data exchange within Snowflake.
·   Support data warehouse backup, recovery, and disaster recovery planning.

2. Collaboration and Communication:
·   Collaborate with data engineering teams to design, build, and maintain efficient data pipelines for data ingestion, transformation, and integration within Snowflake.

3. Performance Optimization:
·   Work on data integration with various source systems, optimizing data flow and performance.
·   Develop and enforce standards for data transformation, quality, and governance.
·   Tune and optimize complex SQL queries and Snowflake database structures for performance.
·   Utilize Snowflake's clustering, materialized views, and caching to enhance query performance.

4. Ensuring Data Services:
·   Troubleshoot and resolve data-related issues, ensuring minimal downtime and high availability of data services.

5. Data Security & Compliance:
·   Implement data security protocols, ensuring compliance with organizational policies and data privacy regulations.
·   Perform regular audits and assessments of Snowflake security configurations and user access.
·   Collaborate with the Security Team to support secure data handling and regulatory compliance requirements.

6. Monitoring & Performance:

· Develop and maintain automated monitoring solutions for Snowflake environments to track usage, performance, and security.
· Set up alerts, notifications, and dashboards to monitor Snowflake resources, usage, and issues.
· Automate routine administrative tasks and data load processes to improve operational efficiency.

PREFERRED QUALIFICATIONS:
1. 7+ years of experience in Data warehouse management, data engineering, database administration.
2. Minimum of 5 years of hands-on experience with Snowflake as a Developer and administrator.
3. Proficiency with SQL and complex query writing for performance optimization.
4. Experience with Snowflake features, including cloning, time travel, data sharing, and micro-partitioning.
5. Strong understanding of Snowflake's architecture, including virtual warehouses, storage, and compute separation.
6. Expertise in Snowflake Role-Based Access Control (RBAC), data masking, and encryption.
7. Proficiency with data integration tools and ETL/ELT processes.
8. Familiarity with Python or similar scripting languages for automation and data processing.
9. Knowledge of data security and compliance standards as they relate to Snowflake.
10. Experience with cloud platforms like AWS, Azure, or GCP.
11. SnowPro Advanced certification is a plus.
12. Knowledge of data governance frameworks and tools.

Desired Skills/Experience:
· Experience implementing data masking, and aggregation to reduce privacy risks
· Relevant IT/Analytic certifications (e.g., SnowPro, AWS, Tableau, Azure, etc.).
· Experience integrating data from Salesforce solutions.
· Experience with Operational Data Stores
· Familiarity JIRA or other project management tools.
· Experience using Github.
· Experience working on projects in the affordable housing sector or other public benefit programs.

COMMENTS:
Please upload resume and cover letter.

This position would be expected to follow a hybrid model of reporting to work that combines in-office workdays and work from home days, as needed.

Salary placement is determined by years of experience and education directly related to the position and the Human Resources Division's Recruiting Guidelines. In the case of a promotional opportunity, the salary provisions of the applicable collective bargaining agreement will apply to placement within the appropriate salary range.

Education, licensure and certifications will be verified in accordance with the Human Resources Division's Hiring Guidelines. Education and license/certification information provided by the selected candidate(s) is subject to the Massachusetts Public Records Law and may be published on the Commonwealth's website.

Qualifications:
First consideration will be given to those applicants that apply within the first 14 days.

Minimum Entrance Requirements:
Applicants must have (A) at least three (3) years of full-time or equivalent part-time professional or practical experience in the field of information technology application development and support, or (B) any equivalent combination of the required experience and the substitutions below.

Substitutions:
I. An Associate's degree in a related field may substitute for one (1) year of the required experience.

II. A Bachelor's degree or higher in a related field may substitute for two (2) years of the required experience.
III. A Master's degree or higher in a related field may substitute for the required experience.

<u>Comprehensive Benefits:</u>
When you embark on a career with the Commonwealth, you are offered an outstanding suite of employee benefits that add to the overall value of your compensation package. We take pride in providing a work experience that supports you, your loved ones, and your future.
Want the specifics? <u>Explore our Employee Benefits and Rewards!</u> at
https://www.mass.gov/commonwealth-employee-benefits-and-rewards

An Equal Opportunity / Affirmative Action Employer. Females, minorities, veterans, and persons with disabilities are strongly encouraged to apply.

The Commonwealth is an Equal Opportunity Employer and does not discriminate on the basis of race, religion, color, sex, gender identity or expression, sexual orientation, age, disability, national origin, veteran status, or any other basis covered by appropriate law. Research suggests that qualified women, Black, Indigenous, and Persons of Color (BIPOC) may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive to apply for this role.

Official Title: Data Warehouse Analyst III
Primary Location: United States-Massachusetts-Boston-100 Cambridge Street
Job: Information Systems and Technology
Agency: Exec Office of Housing and Livable Communities
Schedule: Full-time
Shift: Day
Job Posting: Mar 4, 2026, 3:24:41 PM
Number of Openings: 1
Salary: $105,062.88 - $154,288.16 Yearly
If you have Diversity, Affirmative Action or Equal Employment Opportunity questions or need a Reasonable Accommodation, please contact Diversity Officer / ADA Coordinator: Jessica Molina - 8572480160
Bargaining Unit: 06-NAGE - Professional Admin.
Confidential: No
Potentially Eligible for a Hybrid Work Schedule: Yes

<u>HOW TO APPLY:</u>
Apply online at https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=260001XB