



Job Description

POSITION: Business Intelligence Engineer
STATUS: Full-Time, Hybrid
LOCATION: Kohl & Frisch Limited (Concord, ON)
REPORTS TO: Manager, IT Business Intelligence Services
DEPARTMENT: IT Systems & Development

Founded in 1916, Kohl & Frisch Limited has a solid reputation in the healthcare industry that distinguishes it as the only national, Canadian-owned and operated wholesale distributor. A family-owned company, it is one of Canada's leading national distributors and is the essential link between pharmaceutical manufacturers and healthcare providers. Kohl & Frisch is fully equipped to service large chain retailers, independent pharmacies, clinics, and hospitals for all their Rx, OTC, home healthcare, and front shop needs.

Primary Role of This Position

The Business Intelligence Engineer is responsible for supporting the stability of our current reporting landscape while helping design the next generation of data and reporting solutions. This is an exciting opportunity to work with Microsoft Fabric, Power BI, and Power Automate in a dynamic, collaborative, and forward-thinking environment.

Major Responsibilities

- + Learn and navigate the company's evolving data landscape, including legacy SSRS, new ERP data structures, and Microsoft Fabric components.
- + Develop data flows, Power BI dashboards and reports for internal and external stakeholders.
- + Troubleshoot data issues, investigate root causes, and drive resolution across systems and data sources.
- + Support business teams with ad-hoc data requests, report administration, and data validation.
- + Provide proactive oversight of scheduled reporting workflows, ensuring outputs are complete, accurate, and uninterrupted.
- + Ensure smooth and timely generation, distribution, and quality of operational and analytical reports.
- + Follow team processes, develop standards, and best practices for BI and data engineering.

Education and Experience

- + Degree in Computer Science, Information Technology, or related discipline
- + 3+ years experience as a BI Engineer in modern Microsoft BI and analytics environments
- + Strong T-SQL skills and comfort working with complex relational datasets.
- + Experience developing ETL/ELT pipelines using Python and DataFrame-based processing frameworks.
- + Experience using Power Automate to build automated workflows and integrations.
- + Solid experience with Power BI (DAX, Power Query).
- + Experience with Git-based DevOps workflows.
- + Familiarity with medallion data architecture.
- + Understanding of data governance, security standards, and best practices.
- + Supply chain industry data experience is an asset.
- + Microsoft Azure Data Fundamentals or Data Engineering certification is an asset.
- + Knowledge of Microsoft Dynamics data models is an asset.
- + Strong communication skills and the ability to collaborate with technical and non-technical stakeholders.

Qualifications

- + A problem-solver who enjoys untangling complex data challenges.
- + A self-starter who thrives in a fast-paced, evolving environment with shifting data structures.
- + Passionate about efficiency, automation, and continuous improvement in data engineering and reporting.
- + A collaborative team player who values knowledge sharing and learning from others.

What's in it for you?

This position offers a salary range of \$85,000 – \$105,000, exclusive of discretionary bonus eligibility and our full benefits package. The final salary offered to the selected candidate will be determined by factors including location, relevant experience, skill level and education.

Additional Compensation (if applicable):

- Bonus or commission structure
- Pension Plan (eligibility after 18 months service)

Benefits:

- Health, dental, vision from day 1
- Personal Days
- Employee Assistance Program
- Opportunity for Professional Development
- Wellness programs
- Vacation Pay
- Exclusive memberships and discounts

How to Apply

If you are interested in applying, please submit a résumé and any other relevant documentation and by **April 17, 2026** to: recruitment@kohlandfrisch.com.

Please ensure you specify the job title, **Business Intelligence Engineer** in the subject line of your email.

As part of our recruitment process we may use AI for initial screening and assisting in evaluating candidate qualifications. All final hiring decisions will be made by our recruitment team.

*Kohl & Frisch would like to thank all applicants for their interest. All applicants who received interviews will receive an update on their application status within **45 days** of applying. We value your interest in joining our team and strive to provide a timely, transparent hiring experience.*

Kohl & Frisch Limited welcomes applications from individuals with disabilities and provides accommodations upon request for candidates taking part in the selection process.