

Business Analyst



Phone :

Web :

Job Summary

Vacancy :

Deadline : Aug 12, 2024

Published : Jul 12, 2024

Employment Status : Fixed Term Contract

Experience : Any

Salary :

Gender : Any

Career Level : Any

Qualification :

Job Description

Visier is the leader in people analytics and we believe in a 'people-first' approach to business strategy. Our innovative technology transforms the way that organisations make decisions, allowing them to elevate their employees and drive better business outcomes. Embarking on an exciting new chapter in our growth story, we are looking for talented individuals who can help both Visier and our customers grow, evolve and win!

A Business Analyst on Visier's Professional Services Advisory team partners with Account Executives and external partners to scope and document the service offerings needed to address immediate analytical needs and deliver ongoing value to prospects and customers. Each day will present new opportunities to work with our New Logo, Customer Growth and Partner Delivery teams on behalf of our rapidly growing customer base. You operate independently as part of a broader team which includes members from technical delivery, advisory, support, and sales. Building on a strong foundation of communication and collaboration, you will translate customer use cases and support needs to Visier's professional services products.

This role is ideally based in Vancouver, BC where you'll work in a hybrid setup (Tues - Thurs office based, Mon & Fri WFH). This is a maternity leave contract for 13 months.

What you'll be doing...

- Conducting pre-sales discovery and needs analysis to ensure customers' goals, capabilities and resources are understood prior to sale; determining technical and business requirements to produce a professional services and technical onboarding scope.
- Aligning with Account Executives and Professional Services practices to ensure the defined scope can be delivered within the desired timeframes; creating documentation that may include onboarding roadmaps, services scope descriptions and Statements of Work to accompany subscription agreements.
- Delivering the service proposals collaboratively with Account Executives to balance the customer's budget, resource levels, and desired timeframes.
- Acting as advisor to the Sales team for additional service offerings including training, consulting, and bespoke offerings to support customer needs.
- Periodically reviewing Partner Service offerings to ensure a consistency in approach, milestones and success criteria with Visier's own service offerings.
- Building productive relationships internally and externally, fostering teamwork by keeping colleagues educated about new service offerings and processes.

What you'll bring to the table...

- Confidence and experience to challenge and educate customers during the sales process to adopt best practices with respect to implementing a People Analytics solution
- 2+ years' experience with SaaS organizations in an external-facing role that required you to work cross-functionally to deliver outcomes for prospects or customers
- Prior experience working with HR technologies and/or HR data is preferred
- Experience working with analytics or performing data modeling is preferred
- Experience working for a services organization within a SaaS company is preferred
- This role may require some travel, less than 10% of the year

Most importantly, you share our values...

- You roll up your sleeves
- You make it easy
- You are proud
- You never stop learning
- You play to win

The base pay range for this position in the Canada is \$70k - \$85k / year + bonus

The compensation offered will be determined by factors such as relevant qualifications, experience, knowledge and skills. Many of our positions are eligible for additional types of compensation (e.g., commission plans, bonus, etc.) which our Talent Acquisition team will share with you if you interview for the role.

See the #VisierLife in action

[Instagram](#) - @visierlife

[LinkedIn](https://www.linkedin.com/company/visier-analytics/) - <https://www.linkedin.com/company/visier-analytics/>

Hear what it's like to work Visier [here](#)

<https://youtu.be/eK7WNC-yxfM>

Education & Experience

Must Have

Educational Requirements

Compensation & Other Benefits
