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Meeting this challenge requires business analysis professionals with the knowledge and skills to engage subject matter experts to rapidly comprehend complex requirements – from a business perspective - to deliver transformative change in business processes and supporting business systems.

Professional business analysts are essential to business transformation, business agility and in the delivery of effective and efficient business and I.T. solutions. Professional business analysts are essential to any organization – and are in increasingly short supply!

James Proctor,
Director of Professional Services
Author, Mastering Business Chaos

The Business Case for Professional Business Analysts and Inteq's Business Analysis Talent Solutions

Direct Placement | Contract Staffing | Managed Services



This Whitepaper Includes:

- The rapidly changing business environment
- The talent gap and on-boarding risks
- The Inteq solution
- What is business analysis?
- What is an I.T. business analyst?
- Professional business analysts vs. order takers

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The Talent Gap and On-Boarding Risks

An organization's internal talent development pipeline (recruiting, training, retention) often cannot keep pace with the increasing needs for professional business analysts. The resulting talent gap results in deferring important projects, slower delivery schedules or compromised quality of the deliverables.

On-boarding new business analysts (full-time or contractor) is risky. There are often significant gaps and disconnects between how a candidate's credentials (analysis skills, critical thinking skills, actual hands-on experience, etc.) are presented on a resume and in an interview versus the candidate's actual ability to perform on the job.

On-boarding the wrong candidate often takes several weeks to several months to detect, validate and correct. Unfortunately, in the interim, valuable project time and budget is consumed and precious subject matter expert time and their commitment to "getting the requirements right" as well a project credibility is lost.

Inteq's Solution

Inteq has trained over 300,000 business and IT professionals worldwide. We have over 20 years of experience recruiting, testing, assessing, developing talent and onboarding professional business analysts for clients worldwide. Inteq is uniquely qualified to leverage this experience to bridge the business analysis talent gap in your organization

The skills and competencies of business analysts vary greatly ranging from order-takers that merely note stakeholder wishes and gripes to professional analysts. Inteq provides professional

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analysts with critical thinking skills, techniques and experience to fully engage subject matter experts and rapidly comprehend, analyze and specify complex requirements.

Candidates are carefully screened via our comprehensive interview and evaluation process. Successful candidates are thoroughly trained in our business analysis techniques, approach and methods. Our rigorous recruiting and talent develop processes ensure that the analysts assigned to your project are exceptional professionals - highly experienced, real-world, hands-on practitioners.

Inteq's business analysts seamlessly join with your internal team to provide agility and scalability to your staffing strategy. Our business analysis staffing solutions provide the flexibility to rapidly adjust staffing levels (including fractional staffing arrangements) and the mix of professional skills to support your changing requirements.

What is Business Analysis?

Business analysis, as defined by the IIBA (international Institute of Business Analysis), is the set of tasks and techniques used to work as a liaison among stakeholders in order to understand the structure, policies, and operations of an organization, and to recommend solutions that enable the organization to achieve its goals.

Business analysis involves understanding how organizations function to accomplish their purposes, and defining the capabilities an organization requires to provide products and services to external stakeholders. It includes the definition of organizational goals, how those goals connect to specific objectives, determining the courses of action that an organization has to undertake to achieve those goals and objectives, and defining how the various organizational units and stakeholders within and outside of that organization interact.

Business analysis may be performed to understand the current state of an organization or to serve as a basis for the later identification of business needs. In most cases, however, business analysis is performed to define and validate solutions that meet business needs, goals, or objectives.

What is an I.T. Business Analyst?

I use the label "I.T. Business Analyst" to make a distinction between a Business Analyst that is typically part of corporate I.T. and analyzes business requirements - from a Business Analyst that is typically part of corporate finance that analyzes financial data. For the remainder of this whitepaper the label Business Analyst refers to an I.T. Business Analyst.

Continuing with the IIBA definition - business analysts must analyze and synthesize information provided by a large number of people who interact with the business, such as customers, staff, IT professionals, and executives. The business analyst is responsible for eliciting the actual needs of stakeholders, not simply their expressed desires. In many cases, the business analyst will also work to facilitate communication between organizational units. In particular, business analysts often play a central role in aligning the needs of business units with the capabilities delivered by information technology, and may serve as a "translator" between those groups.

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A business analyst is any person who performs business analysis activities, no matter what their job title or organizational role may be. Business analysis practitioners include not only people with the job title of business analyst, but may also include business systems analysts, systems analysts, requirements engineers, process analysts, product managers, product owners, enterprise analysts, business architects, management consultants, or any other person who performs these tasks, including those who also perform related disciplines such as project management, software development, quality assurance, and interaction design.

Professional Business Analysts vs. Order Takers

Many years ago at the zenith of mainframe computing when the business environment was less complex and the pace of change was slower – relative to today, the role of a business analyst was often viewed as an entry level / junior position in many organizations.

A business analyst was an “order taker” - a “set of hands” to transcribe Subject Matter Expert (SME) wishes and gripes into a bullet list / indented outline to then hand-over to a developer to move forward with an I.T. solution.

Today's business environment, however, is globally competitive and rapidly changing. The business issues, concepts and supporting business rules and requirements in connection with your organization's products and product lines, regulatory compliance, competition, innovation, organizational change management, etc. are increasing complex.

The shift to enterprise application software, vendor solutions (often hosted in the “cloud” and delivered via Software-as-a-Service), the outsourcing of software development and the need for increasing levels of business agility have shifted the focus of I.T. from a technical centric perspective to a hybrid business and technical perspective.

This shift requires business analysts with the skills to rapidly identify, thoroughly analyze and clearly specify forward facing business and business system requirements to enable configuration of vendor solutions and the development of custom solutions that result in effective, efficient, agile business processes.

Accordingly, the role of a business analyst has transformed from a junior “order-taker” to a business professional that delivers significant ROI from business analysis by providing a wide range of analytical, critical thinking, problem solving, business savvy and acumen, communication and professional consulting skills to an organization.

Inteq's Business Analysis Talent Solutions

Fast, Efficient, Effective On-Boarding of Professional Business Analysis Talent

Please contact us as 800.719.4627 or visit our web site at www.inteqgroup.com

Let's discuss your business analysis talent objectives and a talent acquisition plan tailored to your specific requirements.