

Adaptable Business Analyst to Work on Multiple Agile Projects

Discover an Exciting New Opportunity with Advantage

What Matters to Us

Thirty years ago, in Toronto, Canada, Founder Ron Pirie championed the belief that businesses work better together when they commit to actively listening and responding to each other's feedback. Ron's original idea to have retailers' rate and rank their suppliers was first sketched out on a pizza box. Not long after, fast-moving consumer goods suppliers and retailers throughout North America began to recognize that strong and measurable relationships lie at the heart of improved business performance.

From humble beginnings and a staunch belief that stronger collaboration leads to better business results in any market and any industry, our relationship benchmarking capabilities have become the gold standard for measuring business-to-business engagement in over 40+ countries.

Who We're Seeking to Join Our Toronto Team

We are looking for a Business Analyst that can apply their experience to our intricate business climate, helping us to revolutionize our business workflows and client experiences in over forty countries. The successful candidate will be working with business users, data analysts, developers, and our QA team to implement new and refactor existing workflows, ensuring consistent data and a superb user experience.

We are transforming our business through technology, replacing the existing processes with leading edge tools to deliver a best-in-class user experience to both internal and external applications. A variety of internal applications, external systems, and manual processes are used to create surveys and analyse responses.

In other words, we need someone who:

- Is a Business Analyst with a track record (minimum 7 years) of finding innovative solutions to complex problems.
- Can work in an agile environment (be part of a team and manage your own time).
- Can gather business requirement via facilitation, data analysis, and workflow analysis; assist with creating data models, workflows, and use cases for current and future applications.
- Can communicate business requirements to the technical teams and to senior management.
- Thrives on change.
- Can mentor other team members to improve their business analysis skills.

You have:

- Experience analyzing, creating, and documenting customer and business use cases.
- Advanced business analysis skills: problem solving, critical thinking, visual modeling.

- A proven track record working in and with software development teams using established methodologies such as Agile.
- Experience working with 3rd party vendors and development shops (either on- or off-shore).
- Intra- and inter-team communication, written and verbal: documentation, presentation and training, facilitation, negotiation, evangelism.
- Competent decision-making skills.
- A high comfort level mentoring other team members.

You must be:

- A creative thinker: the ability to be able to come up with novel solutions to established problems, and evaluate their business benefit
- Business-savvy: the ability to be able to interact with both business specs and technical specs

Knowledge in the following business domains is a plus:

- Legal and Privacy issues
- Usability and usability testing
- Survey and report design

The following technical knowledge is beneficial:

- Software architecture and relational data
- How the internet works
- Software and Internet security
- Business Intelligence tools, such as Tableau or PowerBI

Why Should You Work for Us?

The Advantage Group offers an excellent work-life balance, including the following:

- Central downtown location near King subway station
- Stable company, with an established client-base and a continual steady growth
- Flex culture: “take what you need” vacation, newly renovated collaborative office space, telecommute as needed
- Intelligent and passionate team members
- Unique business problem, a new challenge around every corner

We welcome you to apply and join us on our company’s re-invention journey.

To apply, send your cover letter and CV to our Human Resources Team at resume@advantagegroup.com

We thank all applicants, but only those with relevant qualifications will be contacted.