



Job Title: Business Intelligence Analyst

Department: Business Intelligence

Reports to: Senior Director, Business Intelligence

Location: Calgary

About the Company

ComplyWorks Ltd. is a compliance management solution company with offices in Calgary, Toronto, and South Africa. As a global leader in compliance management, ComplyWorks actively works to bring innovative solutions to the marketplace, while retaining its focus on its clients. Since inception in 2004, ComplyWorks has continued to expand its offerings to cover the entire compliance lifecycle, from contractor management, through to workforce and worksite management.

Veriforce is the fastest-growing SaaS-technology and services company in the global supply chain risk management market. We help industry-leading companies create and maintain operating cultures and work environments that optimize safety, promote sustainability, and foster collaboration across a broad spectrum of internal and external stakeholders. What separates Veriforce from the rest is our people. We hire growth-minded individuals that team well and continuously look for new, better ways of solving business challenges. If this sounds compelling, keep reading.

Do you love data? Are you a data rockstar? Does working with data and finding the nuance that leads to key differentiation for the business and customers excite you? This is your opportunity to be a key member of our Veriforce team. Our company is just beginning to harness the power of data and there is a great opportunity to do some exciting and big thinking to help us get this right. You'll interface across teams to answer challenging analytical questions related to revenue generation, market opportunities and observations that focus on customer behavior. **If you are a data blackbelt with an entrepreneurial mindset, Veriforce is looking for you!**

Veriforce is looking for a data superstar who will be a crucial enabler of our journey to be the world's leading data-driven global supply chain risk management company. As part of this transformation, we are seeking someone who will dive deep into our business and help create a unified approach to data and a single source of truth.

A Typical Day May Include:

- Conducting analysis on revenue generation to inform better sales and pricing practices
- Meeting with the dev team to drive data best practices through product enhancements
- Building data tables to map Microsoft Power B or Tableau to our proprietary systems & databases
- Generating executive level dashboards and data analysis to move the business forward
- Delving into complex data to find revenue-generating testable business hypothesis
- Interviewing new talent to build a world-class data team
- Running SQL queries to provide intelligence on various business needs and customer behaviors

Your Core Responsibilities Will Be:

- Conduct analysis to assist in determining the reporting and analytical requirements for the executive team, internal staff and other stakeholders
- Develop a clear understanding of the data required (type and quality) to drive business decisions and work with data stewards, product teams, and business owners to align on data requirements and availability
- Present findings and recommendations from analytical exercises to key stakeholders in a clear concise way that will help shape business strategies
- Work with data scientists to drive value through our data, extracting the "so what?" of our business and building a path to ROI
- Takes initiative and solves problems in a structured and logical way. Presents findings and analysis in a way that is tailored to the audience
- Own the design, development, and maintenance of ongoing metrics, reports, analyses, dashboards, etc. to drive key business decisions
- Shaping and informing key metrics and indicators by which the organization will assess its performance.
- Mining large datasets to find trends and problems, then communicate and drive action

Required Skills

- 7+ years of experience in data-intensive companies, with a minimum of 5 years in Business Intelligence roles that required strategic thinking and using data to drive insights
- Bachelor's degree in a quantitative discipline. Master's degree or MBA strongly preferred
- Passion for driving frictionless use of data to solve new business problems
- Strong SQL skills with experience in querying large data sets; Demonstrable familiarity with programming concepts
- Proven ability to drive results, especially in a matrixed or influence based environment
- Exceptional data visualization skills and experience with tools such as tableau and Power BI
- Powerful narrative skills with the ability to tell a story through data in a succinct and powerful way
- Strong analytical skills with the ability to collect, organize, analyze, and disseminate significant amounts of information with attention to detail and accuracy
- Strong ability to actively participate in project planning and scoping, robust experience with agile methodologies and tools
- Quantitative, analytical, and problem-solving skills
 - Must know data analysis & be able to use data to make recommendations & drive decisions
- Detail oriented with an ability to work, develop, and think at a strategic level

The successful candidate will have to undergo a criminal record check as condition of their employment.

Applying

Please email a cover letter and resume to careers-cw@veriforce.com with "Business Intelligence Analyst" in the subject line. Position is open until it is filled.