

ROLE PROFILE

Title:	Manager, Analytics Data
Function:	Analytics and Optimization
Reports to:	Senior Director, Analytics
Location:	Toronto
Type:	Full Time, Permanent

Role Description

Manager, Analytics Data is a role within the Analytics and Optimization team reporting to the Senior Director of Analytics.

Manager, Analytics Data will be responsible for designing, building and maintaining standardized Analytical Datamarts and robust data monitoring systems across all clients; ongoing automation of analytical processes, e.g. performance reports; and creation of Tableau dashboards.

Manager, Analytics Data will have direct reports and act as an Analytics liaison with Data Management and Technology on the development and implementation of analytic' related solutions.

The role requires strong leadership and technical skills. The successful candidates have strong business focus, are effective communicators, take ownership, strive for continuous improvement and innovation, and operate with pace.

Primary Responsibilities

Leadership

- Manage a team of BI Developers and Analysts
- Function as Analytics liaison with Data Management and Technology on the development and implementation of analytic' related solutions
- Collaborate with the key stakeholders on the topics related to data health and integrity
- Drive continued process and quality improvements
- Identify and implement automation efficiencies
- Contribute to the overall operations and culture of the company, fostering our values and policies

Data

- Develop vision, strategy and best practices for analytical data creation and standardization
- Translate business objectives into analytical data requirements
- Design, build and maintain standard analytical tables and views across all clients
- Design, build and maintain comprehensive test environment to enable effective testing of new data solutions
- Design, build and maintain data health and integrity monitoring system
- Develop, automate and support analytics' data solutions through the entire development and deployment lifecycle
- Document processes and procedures.

Analytics

- Gather and assess reporting and adhoc analytical requirements from Business teams
- Develop, automate and support reports, dashboards, and other analytic solutions through the entire development and deployment lifecycle
- Test and ensure quality of reports and analyses, both during development and post-deployment in production
- Analyze datasets – structured and unstructured - to uncover data anomalies or quality issues.

Capability Requirements – education, skills & experience

- Post-secondary degree in Computer Science, Engineering or equivalent work experience
- 5+ years' experience architecting / designing analytical datamarts and processing operational and web data (e.g. json structures) into analytics-friendly format
- 5+ years' experience in managing a team
- 3+ years' experience working with data in Retail industry
- Solid understanding of agile SDLC process
- Technical Skills:
 - 3+ years hands-on experience with source control systems like GIT
 - Expert understanding of relational data (i.e. SQL/Oracle/PostgreSQL) and 5+ years' hands-on experience mining it with custom queries
 - Expertise with ETL/BI tools, eg: Pentaho Data Integration, Informatica
 - Experience with production level data volumes
 - Excellent troubleshooting skills in high pressure situations
 - Expert SQL query writing, debugging, and tuning skills
 - Expert practical knowledge in QA of large datasets
 - Strong skills pertaining to database design, data extraction and data manipulation
 - Experience with creating Tableau dashboards
 - Experience with Atlassian suite of products, i.e., JIRA, Confluence, Stash, and Bamboo a plus
- Business Skills:
 - Strong “internal client” management drive – to understand requirements and manage expectations
 - Ability to effectively communicate with Technology specialists and drive collaborative projects to successful implementation
 - Ability to effectively manage multiple assignments at once
 - Understanding of web and digital analytics
- General Skills:
 - Analyze business and technical problems and suggest new approaches as appropriate
 - Attention to detail
 - High aptitude for problem solving and a natural interest in understanding and explaining consumer behavior / business