# Senior Data Insights Analyst (Kochi)

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| Job title | Senior Data Insights Analyst | Job family | ZMS – Business Support & Transformation |
| **Grade** | Kochi Level 3 | **Reports to** | Sr. Manager - Transformation |
| **Location** | Hybrid – Kochi Office | **Team size** | No DRs |

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| About the role: |
| As part of our Data Insights team within the Zellis Managed Services function, this is a key role working alongside our Reporting and Insights Analysts and key internal stakeholders to maximise the value of our own data. Key responsibilities will include ownership of end-to-end insights projects, extracting business value from internal and external data and supporting the overall Data Insights roadmap. |
| **Role accountabilities and responsibilities:** |
| **In this role your key responsibilities will be:**   * Generate actionable insights by analysing a wide range of Operational and Customer data sets and effectively joining the dots to align output to wider business delivery and objectives. * Establish and maintain strong relationships with multiple key stakeholders, internally and external suppliers, through attendance in meetings, gaining a clear understanding of business objectives, owning of Insights delivery and follow-on actions. * Extract, collate and explore data from existing platforms and establish relationships between multiple sets of data alongside the identification of additional datasets in support of developing new insights. * Take ownership for cleansing and documenting existing datasets to support the maintenance and development of reporting and insights. * Proficient in a wide range of skills, and expert in core data analysis and processing skills, using data to drive decision making via SQL, advanced Excel, APIs, Power BI/DAX, Python and database management.   **Essential knowledge / skills / behaviour:**   * Follows a methodical approach to identifying and resolving more complex problems • Defines problem statements and completes the root cause.  Independently able to make decisions. * Proactively raises potential issues/opportunities and provide solutions for medium risks. * Understands, applies and adapts appropriate methods, tools, applications etc. to solve complex problems.      * Works on more complex improvement opportunities across wider teams, which delivers higher benefits. * Collaborate and communicates proactively with all relevant business stakeholders, to drive results. * Takes the lead on multiple complex analytics projects and is able to work independently with minimum support. * Follows set development path for their role, takes the initiative to develop skills and knowledge by identifying (and agreeing with manager) appropriate development opportunities * Helps less experienced colleagues within the wider Transformation team or business their development in data literacy.     **Other Expectations**   * Able to identify various data sources that meet stakeholder requirements. * Proficient in modelling data in relation to business problems through use of tools such as SQL, Python, or R. * Strong commercial awareness and understanding of turning data into business value through identification of trends or patterns. * Analytical approach to work with high level of attention to detail. * Strong understanding of statistical methods including regression analysis and sampling. * Ability to communicate key findings effectively to both technical and non-technical stakeholders. |
| **Special circumstances / Other requirements e.g. travel requirements, working arrangements etc** |
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| About Zellis Group |
| We are Zellis Group. The UK and Ireland’s leading provider of pay, reward, analytics and people experiences.  Zellis Group consists of three companies - Zellis, Moorepay and Benefex - who provide services to different customers and have the autonomy to design and deliver products to meet their unique needs. We are three distinct and successful businesses, but there is power as a group.  Our overall purpose is to *power exceptional employee experiences so you and your people do better*.  **Our history**  We have over 50 years of heritage and industry experience – and we’ve been ahead of the curve throughout.  More than half a century ago, we were founded as Peterborough Data Processing. Quite a lot has changed since then – not least our name.  We were acquired by Northgate, becoming NorthgateArinso in 2007 and NGA Human Resources UK and Ireland in 2014, where we were joined by Moorepay. In 2018, the UK and Ireland division was sold to Bain Capital and now we operate as a standalone company.  After acquiring Benefex, we’re now even better equipped to serve the complex needs of our customers.  In September 2020 we launched Zellis HCM Cloud, the exciting next evolution of ResourceLink, our flagship payroll and HR solution.  **We’re proud of our culture**  At Zellis we work hard to create a culture where people want to join, belong to, and be part of a progressive organisation. We’re committed to recruiting and retaining a diverse and inclusive workforce that is representative of the customers we serve and the communities we operate in.  **Our values,** which were defined with input from all of our 2,000 colleagues, are not empty words on a poster. They reflect who we are, and how we operate as a business.  A screenshot of a computer  Description automatically generated |

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