

ADVANCED ANALYTICS - JOB POSTING

Title:	Knowledge Expert, Team Manager (Data Engineering)
Function:	Analytics Solutions – Data & Analytics Services
Location:	Moscow
Reports to:	Regional Analytics Solutions Manager
Status:	Regular, Full-Time (100% Role)
Relocation Support:	No

PRACTICE AREA:

BCG's Advanced Analytics group delivers powerful analytics-based insights designed to help our clients tackle their most pressing business problems. We partner with BCG case teams and practices across the full analytics value-chain: framing new business challenges, building fact-bases, designing innovative analytics workflows, training colleagues in new methodologies, and interpreting findings for our clients. The Analytics Solutions team is a global resource, working with clients in every BCG region and in every industry area. It is a core member of a rapidly growing Analytics enterprise at BCG – a constellation of teams focused on driving practical results for BCG clients by applying leading edge analytics approaches.

POSITION SUMMARY:

BCG has established the Analytics Solutions team to support case teams in managing and realizing insight and opportunity from the increasing analytical intensity of our clients' problems. Data Engineers, Data Scientists, Scientific Modelers and Programmers as well Geospatial Analysts are the core of the new Analytics Solutions service. They will work closely with consultants and case teams to provide both consultation on analytics subject matter expertise and hands-on support to case teams, focusing on data engineering, advanced analytics tools, modeling, and visualization, and custom-developed client-facing analytics deliverables.

We are seeking a strong candidate to lead our data engineering engagements, coordinating team members, deriving the data engineering approach and guaranteeing the quality of delivery. He or she will ensure world-class service, manage escalations, resolve issues and work with the Data Engineering Business Manager as well as Analytics Managers in other Analytics Capability Topics to run the Analytics Solutions business at BCG.

In addition, depending on the individual's interests, skills and background, the Analytics Manager may hold line management responsibility for part of the Analytics Solutions team.

The Analytics Manager (Data Engineering) will join a growing team with a global presence, and will work with both customers and team members worldwide. Successful candidates will possess advanced analytical technical expertise, strong collaborative and execution capabilities, excellent communication skills, a practical and flexible mindset, and high attention to detail and work quality.

ESSENTIAL JOB RESPONSIBILITIES:

Rapid business requirement gathering and analysis

- Accelerate and improve project data acquisition and access for case teams
- Work with project stakeholders to identify business needs and gather requirements for data analysis or deployment of existing BI tools
- Collaborate with project team members to write prioritized business requirements documentation, including scope definition and statement of work
- Work with project team members to gather, assess, organize, profile, and clean data for business analysis

Overseeing data analysis and implementation of analytic solutions

- Plan high quality business analysis of large data sets, analyzing and interpreting collected data to meet business requirements
- Work with project team members to gather, assess, organize, profile, and clean data for business analysis

Management/leadership

- Recruit and on-board new employees
- Work with the Analytics Management Team to distribute workload within the team
- Proactively plan for long-term resource needs and work with the Data Engineering Business Manager to manage expected needs, backfills and evolving capability requirements
- Manage professional development and review processes for staff
- Orchestrate and/or conduct necessary training for team members
- Maintain individual and team morale and discipline

Escalation management

- Find fast, high-quality solutions through direct involvement if required, communicate with all relevant stakeholders
- Handle demanding internal and external clients in a positive, service-oriented way, building a solid, mutually respectful relationship
- Prevent issues through case review, documentation, and constant quality improvement

Quality management

- Drive initiatives to track and improve KPIs to monitor customer satisfaction and delivery time
- Identify customer needs and discuss findings with key stakeholders
- Suggest required investments to further improve quality and capability of the team

Provide training, assistance, and support to customers

- Provide quick-response support to case teams on subject matter expertise via a central request portal
- Deliver highest-quality work product both within team and to case teams / customers

Other

- Perform internal team projects and duties as assigned or required
- Occasional travel – dependent on project requirements

JOB REQUIREMENTS:

Education & Experience:

- Undergraduate degree in a field linked to data engineering, business analytics, applied mathematics, computer science, IT, computer applications, engineering or related field is required; advanced degree is preferred
- 7+ years relevant industry experience, focussed on data engineering preferred, or 5+ years of consulting in similar field
- Extensive line management and project management experience, ideally in a matrix organization
- Experience within the consulting industry is a plus
- Previous experience working in a global organization or professional services firm is preferred
- Experience with data visualization a plus

KEY COMPETENCIES:*Professional capabilities*

- Problem solving, analytical skills and decision making
 - Able to effectively handle difficult and stressful situations with poise, tact and patience, while demonstrating a sense of urgency
 - Able to anticipate, identify, and solve critical problems
 - Flexible, self-motivated, and proactive out-of-the-box and critical thinker
- Communication, interpersonal and teaming skills
 - Excellent interpersonal and communication skills
 - Fluent written and spoken English (other languages desirable)
 - Ability and willingness to give and receive honest, balanced feedback
- Work management, organization and planning
 - Excellent organizational skills with strong attention to detail, efficient time management, and the ability to prioritize work effectively
 - Independently and proactively communicates issues, priorities, and objectives
 - Ability to thrive in a dynamic, fast-paced, demanding environment
- Customer and business focus
 - Strong collaborative skills and able to adjust approach to effectively interact with customers at all organizational and technical levels
 - Focus on excellent customer service and user needs
- Values and ethics
 - Demonstrates competence and character that inspires trust
 - Ability to respect all BCG and client information as personal and confidential

Technical expertise

- Experience in core data engineering activities (one or more of the following):
 - Database optimization (indexes, query optimization...)
 - Data loading and management tools (SSIS, SSMS, SQL Workbench, Oracle SQL Developer...)
 - Network analysis and Graph theory
 - Data cleansing
 - Data modelling (variable transformation & summarization, algorithm development, ...)
- Familiarity with a broad base of analytics tools (one or more of the following):
 - Data management: e.g. Excel, SQL Server, PostgreSQL, Hadoop/Hive, Alteryx, neo4j
- Programming and/or scripting experience a plus: e.g. SQL, Python, C#, Perl, Spark

WORK ENVIRONMENT:

- Fast-paced, intellectually intense, service-oriented environment
- Some travel required (50%)

The Boston Consulting Group is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, gender identity / expression, national origin, disability, protected veteran status, or any other characteristic protected under federal, state or local law, where applicable.