

ADVANCED ANALYTICS - JOB POSTING

Title:	Analytics Expert – Team Manager
Function:	Advanced Analytics – GAMMA
Location:	Madrid
Reports to:	Analytics Business Management Director - Europe
Status:	Regular, Full-Time (100% Role)
Relocation Support:	No

PRACTICE AREA:

BCG's Advanced Analytics group GAMMA 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 GAMMA 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 GAMMA to support case teams in managing and realizing insight and opportunity by application of advanced analytics to our clients' problems. Data Engineers, Data Scientists, Scientific Modelers, Scientific Programmers, Data Visualization Specialists as well as Geospatial Analysts are the core of the GAMMA team. They work closely with case teams to provide both consultation on analytics topics and hands-on support, focusing on data engineering, advanced analytics tools, modelling, visualization, and bespoke client-facing analytics deliverables.

We are seeking a candidate as the functional lead of our data engineering engagements across Europe, shaping our data engineering approach and ensuring high quality of delivery including the management of escalations and issue resolution. The candidate will moreover have full line management responsibility for the GAMMA team based in our Madrid Center for Knowledge and Analytics (CKA).

As the Analytics Expert Team Manager the candidate will join a growing team with a global presence and will work with both clients and case teams worldwide. Successful candidates shall demonstrate advanced analytical technical expertise in the field of data engineering, strong execution capabilities, excellent communication skills, a proven track record of building, managing and collaborating with cross-functional and international teams, a practical and flexible mindset and attention to detail and work quality.

ESSENTIAL JOB RESPONSIBILITIES:*Lead and manage the Madrid GAMMA team in CKA*

- Recruit and on-board new employees
- Work with the global Analytics Management Team to distribute workload within the team
- Proactively plan for long-term resource needs and work with other Analytics Experts and Team Managers to manage expected needs, backfills and evolving capability requirements
- Manage professional development and review processes for staff
- Orchestrate and conduct necessary training for team members
- Perform internal team projects and duties as assigned or required
- Maintain individual and team morale and discipline

Set the stage for Data Engineering

- Shape and execute the strategy for data engineering as a key GAMMA area within Europe
- Collaborate on GAMMA's global data engineering footprint with functional peers in the Americas and Asia/Pacific
- Develop and implement best-practice for data engineering across Europe
- Drive thought leadership on data engineering within BCG

Oversee data engineering project execution: Business requirement gathering, analysis, implementation of solutions

- Accelerate and improve project data acquisition and access for case teams
- Work with project stakeholders to identify business needs and gather requirements
- Collaborate with project team members to write prioritized business requirements documentation, including scope definition and statement of work as well as information needs from clients
- Work with case team members on data setup, exploratory analysis at scale, implementation and client enablement through proof-of-concepts and trainings

Manage escalation and advocate best practice in quality assurance

- Identify customer needs and discuss findings with key stakeholders
- 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
- Drive initiatives to develop best practice regarding data engineering project approach and advocate it within the data engineering function
- Suggest required investments to improve quality and capability of the team

JOB REQUIREMENTS:

- Undergraduate degree related to data engineering, business analytics, applied mathematics, computer science, IT, computer applications is required; advanced degree is preferred
- 7+ years of industry experience or 5+ years of consulting experience focused on data engineering or related areas
- Line management and project management experience, ideally with international teams in a matrix organization
- Experience with collaboration tools & ticketing systems (e.g. JIRA, Confluence, GitHub)
- Experience at working in a global organization or professional services firm is preferred
- Fluent written and spoken English (other languages desirable)

KEY COMPETENCIES:*Professional capabilities*

- Problem solving, communication, interpersonal and teaming skills
 - Ability to effectively handle difficult and stressful situations with poise, tact and patience
 - Ability to anticipate, identify, and solve critical problems
 - Excellent interpersonal and communication skills
 - Ability and willingness to give and receive honest, balanced feedback
 - Ability to act as thought partner and expert with stakeholders at different levels
- Work management, organization and planning
 - Excellent organizational skills, attention to detail, efficient time management
 - Proactive communication of issues, priorities and objectives
 - Ability to thrive in a dynamic, fast-paced, demanding environment
- Customer and business focus
 - Strong collaborative skills and ability to adjust approach to effectively interact with customers at all organizational and technical levels
 - Focus on excellent customer service and needs
- Values and ethics
 - Demonstrates competence and character that inspires trust
 - Flexible, self-motivated, and proactive out-of-the-box and critical thinker
 - Able to respect all BCG and client information as personal and confidential

Technical expertise

- Experience in core big data engineering activities (one or more of the following):
 - Understanding of uses of different databases (key/value, NoSQL, relational, Graph)
 - Database architecture and optimization (sort keys, indexes, query optimization...)
 - Data loading and management tools (Redshift copy, SQL Workbench J, Oracle SQL Developer...)
 - Data cleansing
 - Data modelling (variable transformation & summarization, algorithm development, ...)
 - Linux command line
 - Cloud based experience a plus (AWS, Azure, Google)
- Familiarity with a broad base of analytics tools (one or more of the following):
 - Data management: e.g. Spark, SQL Server, Amazon Redshift, Amazon S3, PostgreSQL, Hadoop/Hive, Alteryx, neo4j, Teradata, other relational databases
 - Programming and/or scripting experience (Python, R, Scala, Java, C#)
 - Experience with continuous integration a plus (Jenkins, Travis CI)

WORK ENVIRONMENT:

- Fast-paced, intellectually intense, service-oriented environment
- Some travel required

APPLICATION PROCEDURE:

If you are interested in applying for this position, please use the following link to apply using our careers page https://sjobs.brassring.com/1033/asp/tg/cim_jobdetail.asp?partnerid=25811&siteid=5185&areq=4539BR

Please note that this position is not restricted solely to the responsibilities listed above and that the job scope and responsibilities are subject to change.

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