



We are immediately seeking a highly motivated **Business and Data Analyst** to fill a critical role within our entrepreneurial company. The candidate will be using advanced data analysis tools to gain customer insights, assist in company-wide decisions support, and drive internal processes automation solutions. We are looking for an individual with solid understanding of data modeling, coupled with strong SQL and data visualization skills.

**Business and Data Analyst** will perform thorough quantitative analysis of operational performance, research and solve complex system, data, customer, and business issues, support internal processes as related to data and information systems, and assist department managers and end users with developing KPIs, reports, and dashboards. The candidate will lead research and implementation of best practices and tools for data analysis.

#### **RESPONSIBILITIES:**

- Support leads generation process through project management, analysis, data enrichment, and segmentation.
- Develop and maintain operational and financial reports and dashboards for the company.
- Perform routine and ad-hoc data analysis, reconciliation, and correction of any data and system issues.
- Master Data Management, including on-going data integrity and validation of system changes and enhancements.
- Analyze processes across the company, and propose and implement automation and process improvement initiatives.

#### **QUALIFICATIONS:**

##### Required

- Bachelor's degree in Information Systems, Computer Science, or Business
- 3+ years of experience in financial and/or business data analysis from working in IT, Finance, Cost Accounting, Supply Chain, Quality, Purchasing, Inventory Planning, Marketing or similar business function.
- Working knowledge of SQL and Data Modeling best practices
- Advanced Excel skills
- Strong understanding of business data flows and experience with enterprise ERP, CRM or eCommerce systems.
- Advanced data and process analysis skills. Ability to form insights and recommendations from end-user interviews, comprehensive analysis, risks assessment, and modeling what-if scenarios.



- Experience writing business and technical requirements documents.
- Strong organization with developed Project Management skills.
- Superior verbal and written communication skills, along with the ability to work well with teammates and vendors.

Preferred:

- Working knowledge of BI tools (QlikView, Tableau, Cognos, Power BI, etc.) and MS Access.
- Good understanding of relational database and data modeling; experience with scripting or ETL tools (Informatica, Talend, SSIS)
- Experience with Statistical Analysis and Data Quality
- Master's degree in Business or Information Systems

Cognella offers all of our team members a stimulating and entrepreneurial work environment, great colleagues, and the opportunity to shape their position. If you have ever wanted to be part of a growing entrepreneurial business, this is your chance to really make a difference.

Start Date: Immediate

Company: Cognella, Inc.

Position: Business and Data Analyst

Reports to: VP, Operations

Status: Full-Time, Exempt

Location: This position is based out of our corporate office located in the Sorrento Valley area of San Diego, California. Relocation assistance is not available for this position.

Compensation: Competitive salary and stock options. Cognella also provides a comprehensive and competitive benefits package (health, vision, dental, generous vacation, holiday, and sick time, anniversary and wellness programs, and 401K matching plan).

**TO APPLY:**

For consideration, please e-mail to [careers-operations@cognella.com](mailto:careers-operations@cognella.com)

- 1) Cover letter a brief message of why this role is a perfect fit for you**
- 2) Resume**
- 3) Recent compensation history**

All submissions will be held in confidence. Cognella, Inc. is an equal opportunity employer.

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**Recruiters, please do not contact this job post.**