



## JOB PROFILE

Job Position: BI Analytics Leader NOLA	Function: Business Intelligence
WL: 1D	Reports to: BI Manager
	Location: México/ Colombia

## Business Context and Main Purpose of the Job

Prepare the “big data” infrastructure to be analyzed. They are who design, build, integrate data from various resources, and manage big data. Then, they write complex queries on that, make sure it is easily accessible, works smoothly, and their goal is optimizing the performance of their company’s big data ecosystem.

Run some ETL (Extract, Transform and Load) on top of big datasets and create big data warehouses that can be used for reporting or analysis by data scientists. Beyond that, because Data Engineers focus more on the design and architecture.

## Main Accountabilities

### Data cleaning & automation - Daily Operations

- Focus on right algorithms to assure right data at right time.
- Assure connexion with clouds & technology.
- Contact with ISD & distributors for sell out data.
- Assure ISD automation.

### Dashboards creation & automation

- Assure customer data driven decisions besides accurate dashboards.
- Looking for automation & right technology to look for right data and taking right decisions.

### Data Analysis

- Stay curious and enthusiastic about using algorithms to solve problems and enthuse others to see the benefit of your work.
- Create clear reports that tell compelling stories about how customers or clients work with the business.
- Look for opportunities to use insights/datasets/code/models across other functions in the organization.
- Conduct research from which you'll develop prototypes and proof of concepts.



- Use machine learning tools and statistical techniques to produce solutions to problems.
- Identify issues and use data to propose solutions for effective decision making, merge, manage, interrogate and extract data to supply tailored reports.

**Key accounts**  
NA

NA

### Critical Success Factors for the Job

#### Key skills

- Strong problem-solving skills with an emphasis on product development and great attention to detail and the ability to problem solve.
- Experience in (or a willingness to get to grips with) database interrogation and analysis tools, such as Hadoop, SQL and SAS.
- Good planning and organizational skills.
- A collaborative approach to sharing ideas and finding solutions.
- A drive to learn and master new technologies and techniques.
- Knowledge of advance statistical techniques and concepts (regression, properties of distributions, statistical tests and proper usage, etc.) and experience with applications.

#### Essential:

- Degree on Finance, Industrial Engineering or Statistical.
- At least 3 years of experience manipulating data sets and leading teams.

#### DESIRABLE:

- Experience in (or a willingness to get to grips with) database interrogation and analysis tools, such as Hadoop, SQL and SAS.
- **Skills:** Python, R, Scala, Apache Spark, Hadoop, machine learning, deep learning, and statistics.
- **Tools:** Data Science Experience, Jupyter, and RStudio.

### Leadership Behaviours

Functional Skills		Level					Comments
		N/A	BA	WK	FO	LE	
1	Communication					x	Ability to communicate and foster communication tools.
2	Stakeholder Management					x	Ability to understand the needs and manage the



							stakeholders expectations.
3	Presentation					x	Presentation techniques.
4	Advanced Learning Skills					x	Know how to address adult's learning needs in training.
5	Coaching				x		Coaching Techniques.
6	Best Practices Sharing					x	External orientation to look for and share best practices.
7	Mentoring		x				Mentoring Techniques.
8	Assessment Skills					x	Ability to develop and / or implement assessment tools.
9	Content Development			x			Know how to effectively develop training content.
10	Change Management					x	Ability to manage the working environment through times of change.
11	Execution Skills (Learning Strategy and Programs Delivery)					x	Ability to make things happen, achieve the goals, drive results.
12	Selling Skills					x	Knowledge about and/or experience in sales.
13	Recruitment Skills			x			Knowledge about and/or experience with recruitment processes.
14	Information Management					x	Ability to collect and process data in order to foster business-oriented actions.
15	People Management			x			Ability to manage people according to Unilever principles and tools.
16	New Training Technologies					x	Ability to identify and work with new learning formats.
17	Chefmanship			x			Proper knowledge on 4 C's of Chefmanship.
18	HR Strategies			x			Knowledge about HR principles and main strategies.
19	MKT Basics	x					Knowledge about HR principles and main strategies.

GENERAL SKILLS							Comments
		N/A	BA	WK	FO	LE	
1	Analytical Skills					x	Ability to analyze data and facts towards business decisions.
2	MS Office					x	Powerpoint, Word, Excel.
3	Business Acumen (including Finance Basics)					x	Knowledge about the business main drivers.
4	Risk Management					x	Ability to forecast and minimize potential risks.
5	Project Management					x	Ability to set tasks and schedules to assure projects' completion.



- Network Building (Internally and Externally)
- Organization Awareness
- Foodservice – B2B Business Model
- Azure & Python.

**Date of last Update (month/ year) : June 2019**