

Lead Business Analyst

ASX Position Description

ASX “All Roles Flexible”

ASX offers mutually beneficial flexible working arrangements.
We recognise that employees need to balance work and personal lives.

ASX Opportunity Snapshot		What’s On Offer
Role:	Lead Business Analyst	<p>The Lead Business Analyst is responsible for leading a team of Business Analysts to deliver BA services across the breadth of the Hubble Program, a program to design and deliver a contemporary application and database platform that will replace the equivalent legacy platform.</p> <p>Having the ability to resource plan, problem solve, manage stakeholders and coach the team is critical to the success of the role, as is the ability to personally deliver high quality business analysis artefacts.</p> <p>A deep understanding of business analysis tools and techniques is essential to the role, plus a good understanding of Agile project management principles.</p> <p>Experience with modern data centric technologies and a continuous improvement mindset is also strongly desired.</p>
Reports to:	Manager, Business Analysis	
People Management:	3-5 direct reports	
Budget:	n/a	
Team:	Business Analysis Services, Delivery	
Date:	August 2021	
Location:	Sydney, NSW	
Flexible Role:	Yes	

What you’ll do:

- Lead a team of Business Analysts to perform business analysis activities and create suitable artefacts, ensuring deliverables quality, consistency and value and are in accordance with stakeholder expectations
- Perform BA resource planning and allocation, plus forecast analysis deliverables across team backlogs
- Collaborate with key stakeholders to identify and mitigate program risks, assumptions and issues
- Collaborate with Product Owners to refine, prioritise and manage stream backlogs
- Work with the BA Manager to coach and upskill Business Analysts, addressing development opportunities and aligning skill sets to the core competency requirements of the role
- Champion technical concepts related to data streaming, data virtualization and event driven architecture in order to lead collaboration with the engineering and solution architecture teams
- Support the design of data models and the design of data flows from a business perspective
- Manage and own the consultation process with impacted stakeholders from varying business lines, identifying and elaborating business models and business processes required to enable the new platform
- Liaise with assigned Subject Matter Experts for elicitation and analysis of detailed new business and technical requirements across a range of functional and non-functional areas
- Write high quality user stories and acceptance criteria for functional and non-functional requirements

- Present and clearly articulate user stories and other business requirements to a wide audience including developers, testers, vendors and project stakeholders

What you've done:

- Extensive proven experience in large scale and transformative data analysis, modelling and mapping
- 8+ years' dedicated business analysis experience working on Agile and Waterfall projects
- 5+ years' experience in financial services working on trade lifecycle systems (equities & derivatives)
- Leadership experience coupled with a deep understanding of Business Analysis and Agile methodologies
- Strong communication, facilitation, influencing and negotiation skills. Able to engage and effectively collaborate with stakeholders across all levels within the organisation.
- Experience in developing and implementing data governance frameworks and associated controls
- Strong experience using data analysis and modelling tools such as SQL and Erwin
- Deep experience in gathering stakeholder requirements and translating these to detailed user stories
- Experience in business process modelling using software such as MS Visio, Lucid Charts or Gliffy
- Managed, or been key in managing, moderately sized scrum team, including running Agile ceremonies and planning iterations of work (sprints and PSIs)
- Demonstrated effective problem solving skills and the ability to manage change and uncertainty within a dynamic environment
- Solid understanding and experience in using Jira, Confluence, Visio, Lucid Charts and other process modelling solutions.

And if you've got some of these, even better:

- Formal Business Analysis and/or Agile Project Management qualifications
- Past experience in a leading analysis capacity on large scale, complex transformation projects, directly focussed around data platforms, management and governance
- Experience in using or implementing near real-time data streaming with Kafka or Tibco products
- Proven knowledge of ISO 20022 industry securities messaging standards (FIX, FIXML or FpML)
- Experience working with Change Management and influencing user behaviour
- Strong domain knowledge of various asset classes and services offered by ASX

What you need to enjoy and be good at this role:

- Leadership – having the ability to lead, inspire and coach teams to deliver quality outcomes
- Data Centric – a passion for large scale data platforms and systems and best practice in this field
- Customer Centric – understanding the needs of our internal and external customers and ensuring that solutions developed meet/exceed these needs
- Outcomes Oriented – understanding what levers to pull to drive outcomes in a tightly regulated but changing landscape
- Ability to Prioritise – having a good handle on prioritising needs and resourcing without being rigid
- Communication skills and stakeholder management – strive to be a trusted adviser to stakeholders
- Desire to continuously improve – proactively seeks opportunities to improve the organisation, the team and one's self