

SENIOR IT BUSINESS ANALYST

Full Time Employment Opportunity

Reporting to the Manager, Architecture, Analysis and Recovery, the Senior IT Business Analyst works closely with business and technology stakeholders to elicit and document business, stakeholder, solution, and transition requirements for initiatives. The incumbent works with staff across the Information Technology Services (ITS) Division to translate those requirements into quality artifacts that support successful implementation of the initiative. The incumbent is also responsible for championing the importance of the Business Analysis practice to all stakeholders (business partners and within the ITS Division).

Duties:

- Develop and grow the Business Analysis practice within ITS and define a clear strategy for moving the maturity level forward.
- Define key goals, objectives and metrics for the Business Analysis team.
- Define a consistent business analysis methodology, and ensure tools, templates and processes are developed and maintained to enable requirements elicitation, business process definition, and recommendations leveraging best practices from the Business Analysis Body of Knowledge.
- Mentor, lead and coach the IT Business Analysts in consistently applying the business analysis approach and methodology for all applicable initiatives, including initial request triage.
- Plan and monitor Business Analysis effort for efficiency and effectiveness and conduct quality reviews of IT Business Analyst deliverables
- Lead the business analysis on large or complex MBLL projects or programs including working with initiative stakeholders to analyze business processes, eliciting functional and business requirements and identifying opportunities for improvements or efficiency gains.
- Refine and clarify business needs and define solutions that can be feasibly implemented by the business and ITS.
- Ensure conflicts, issues, and changes related to requirements are managed across all stakeholders.
- Ensure that the project team implements a solution that meets the stakeholders' needs.
- Participate in the definition and preparation of software and/or services tenders, proposal evaluations, vendor selection and recommendation, business cases and feasibility studies, requirements traceability throughout initiative implementation and the development of test cases.
- Conduct business impact analyses as they relate to business continuity, disaster recovery and system, product or regulatory changes.
- Work with Procurement to define alignment on engagement protocols for any procurement activities.
- Work with Client Services to identify and address opportunities to improve upon service delivery.
- Work with Enterprise Architecture and the Architecture team to ensure alignment of initiatives to the technology strategy and policies and ensure solution options are aligned with requirements and objectives.
- Work with stakeholders and the Quality Assurance (QA) team to ensure test strategies, plans, conditions and cases match the initial requirements or identify where and why they are different Keep up-to-date with current and developing trends and best practices in business analysis.
- Encourage a climate that supports diversity.
- Performs other duties as assigned.

Primary Qualifications:

- Completion of a recognized degree or diploma in an IT related discipline or an equivalent combination of education, certification and experience.
- Completion of a recognized business analysis certificate or diploma.
- A minimum of five (5) years' experience working as a Business Analyst.
- Demonstrated ability to analyze and solve problems, understand business principles and practices, communicate effectively (verbal and written), facilitate and negotiate.
- Knowledge and experience with the Business Analysis knowledge areas: Business Analysis Planning and Monitoring, Elicitation, Requirements Management and Communication, Enterprise Analysis, Requirements Analysis, and Solution Assessment and Validation.
- Maintain active membership in the International Institute of Business Analysis (IIBA).
- Ongoing professional development and upgrading is required to maintain designations and stay current with changes in the industry.
- Strong Facilitation skills. Comfortable facilitating and/or engaging with resources at all levels within the organization.
- Strong organizational skills and experience working in a team environment.
- The core competencies for this position include achieving quality results, adaptability/managing change, communication, customer service, decision making and problem solving, integrity and building trust, teamwork and cooperation and valuing diversity. Leadership competencies include building strategic performance, coaching and developing, influencing and leading. These competencies are deemed important for the success of the position and organization.

Secondary Qualifications:

- Bilingual (French/English) language skills.
- Previous training in an IT related discipline is an asset.
- Previous experience in the gaming, retail and/or distribution industries, financial or human resources functions is an asset.
- Industry credentials as a Certified Business Analyst Professional (CBAP) or Certified Computer Business Analyst (CCBA) is an asset.
- LEAN certification is an asset.

Salary: \$33.81-\$42.31

Bargaining Unit: TBD

Location: Milt Stegall

Individuals should apply by completing our online application form at www.mbl.ca/jobs or by submitting a resume and application to careers@mbl.ca

All applications are due by **January 26, 2021**.

We thank all interested applicants, however, only those selected for interviews will be contacted.