

Data Analyst

At Yates, we help Fortune 150 organizations achieve meaningful results in technology transformation, change adoption, program orchestration, and financial performance.

We're a boutique consulting firm by choice. That means we're small enough to stay personal and focused, but proven enough to help some of the world's largest enterprises deliver measurable change. Our model is different: we're outcome-based, meaning our fees are tied to results. We get paid when a change is delivered, or as a share of the value created. Many of our engagements are self-funding, and every one of them is built on trust and alignment.

We're looking for a proactive and collaborative Data Analyst to support our consultants and clients through the delivery of data-driven insights. This role is central to our project delivery team providing analytical expertise, managing data workflows, and transforming raw data into insights that inform strategy and decisions.

What You'll Do

- Support consultants with data gathering, analysis, and reporting throughout client engagements.
- Collect, clean, and structure data from multiple sources to ensure quality and usability.
- Analyze and interpret datasets to uncover insights trends, anomalies, and performance indicators.
- Design, create and maintain dashboards and visual reports in support of client presentations and deliverables
- Collaborate closely with consultants and clients to align analytical outputs with project requirements.
- Assist in defining data requirements for client engagements
- Contribute to proposals and project documentation, providing analytical input and data visualizations.
- Continuously improve data processes and support the development of reusable tools, templates, and best practices.
- Provide subject expertise and analytics in support of internal processes

What You Bring

- A passion for using data to proactively identify insights, and you're motivated by complex problems
- A curious, inquisitive approach
- 2–4 years of experience in data analysis within a consulting or IT services environment, ideally with experience in managed service agreements and outsourcing.
- Solid understanding of data structures and relational databases

- Excellent communication and documentation skills, including the ability to explain complex findings to non-technical stakeholders.
- Strong teamwork skills with the ability to work effectively alongside consultants and clients at all levels
- Attention to detail, logical thinking, and a commitment to accuracy and quality.
- Thrive in fast-moving environments where stakes are high and ambiguity is constant.
- The ability to shape our approach to data management and tooling including the use of data visualization tools (Power BI, Tableau, or similar).and relational databases
- You seek out feedback and personal growth.
- Familiarity with Python, Power Apps, HubSpot and Monday.com would be advantageous
- Bachelor's degree in data science, computer science, information systems, or a related discipline.

What Success Looks Like

- You create deep trust with the teams and clients that you work through providing accurate, timely and thoughtful deliverables
- You proactively seek insights and deliver “aha” moments that add value to business outcomes
- You creatively solve challenges and make recommendation for modelling with incomplete, uncertain, and unstructured data