

POSITION

Business Analyst

(Fixed Term Contract -Up to 12 months)

DATE

June 2022

COMPANY

Energia Group

LOCATION

Newforge Lane, Belfast

The entrance to Newforge Lane lies off the Malone Road and is well-served by bus Metro Service 8.

The role will be initially hybrid working.

At Energia Group, energy moves us to deliver careers that power a greener and fairer future. Across our two brands that serve the entire island of Ireland – Energia and Power NI – we supply hundreds of thousands of homes and businesses with positive energy solutions and innovative technologies leading Ireland’s decarbonisation efforts. We’re looking for people with positive energy who want to transform their ambition into impact in our environment and communities.

We have an exciting opportunity for a skilled Business Analyst to join our Technology & Innovation team.

Your new opportunity

This is a great opportunity to join our growing Technology & Innovation team. Reporting to the Senior Business Analyst within the Project Management Office (PMO) team, you will be involved in critical projects across the Energia and Power NI businesses. We currently have 33 live projects and many more in the pipeline to continue to drive improvement across our business including Electric Vehicles tariff, Smart Metering and Digital Engine.

The successful candidate will be responsible for business process analysis and project management support, working closely with business users, project, and technical teams to develop and enhance business processes, drive improvement, and ensure delivery of key business and system projects.

This person will be responsible for coordinating key activities of the PMO to include completing and monitoring relevant documentation and ensuring compliance with PMO policies and procedures. Business Analysts are expected to champion a culture of change, continuous improvement and promote best practice within the project team and to stakeholders across the organisation. In addition, you will also get the opportunity to work on or be exposed to some of the following applications: Azure, Oracle (CC&B), Jira, Power BI, Adobe Campaigns, CRM systems & Analytics.

Your key responsibilities and accountabilities

Day-to-day, here’s what your new role would look like:

- Identify, map, develop, and enhance work systems and business processes in collaboration with key stakeholders.
- Work with key stakeholders to identify & gather business requirements & facilitate project working.
- Proactively gathering and analysing data to identify work processes, patterns, and trends.
- Identify opportunities for process improvement to improve quality, efficiency, and value.
- Develop and present findings and recommendations in a variety of formats to stakeholders at all levels and gaining buy-in to recommendations.
- Drive implementation of recommendations and assisting in business change initiatives.
- Conduct post-implementation analysis and seeking further opportunities for improvements.
- Gain buy-in and support from key stakeholders at all stages of the change process.
- Support the Project Manager and taking lead responsibility for projects or areas within a project if required.
- Complete and monitor PM documents to a high standard e.g., PID, Status Reports, etc.
- Attend project meetings to support the project team as required.
- Ensure all implementation programmes conform to PMO policies and procedures.
- Ensure high quality of delivery and compliance.

Learning & Development

You will receive development via our bespoke Business Analyst Career Lattice with potential opportunity to join our specific Business Analyst Programme - Accelerate. The program focuses on developing and enhancing key BA competencies via workshop modules including Change Management, User Experience, Leadership, Solution Architecture & Innovation.

In addition, we have tailored Digital Learning and Development Calendar and a bespoke one to one mentoring programme for business skills via our in-house Mentoring Programme.

Social Opportunities

We have several social opportunities for employees to build peer to peer networks and provide feedback to the business including our Employee Connect Groups, Green Team and Women's Network – Women in Energy and of course not forgetting our Social Clubs.

Our essential criteria

These are the qualifications, experience, skills, or knowledge you must have:

- Experience of working as a Business Analyst within a project environment.
- Experience of using a range of investigation tools to define business problems/requirements including document analysis and workshop facilitation.
- Experience of using industry standard tools for documentation and change management of business case, processes, and requirements.
- Experience of building and maintaining successful working relationships with internal and external stakeholders.

Our desirable criteria

These help decide between talent who meet all the essential criteria:

- Business Analyst certification from a recognised organisation or provider e.g., BCS, Chartered Institute of IT.
- Exposure to Agile and Waterfall project management methodologies.
- Experience working with the utilities industry.
- Degree or postgraduate qualification in relevant field (IT/Computing/Business).
- A full UK Driving License and access to a vehicle.

Your competencies

These are the areas where we want to see your initiative and confidence shine:

Communication

You strive for complete clarity in your communication style, helping everyone achieve their goals effectively by prioritising transparency across audiences and communicating accessibly even when the subject is complex.

Drive for results

You have a strong sense of purpose both in your immediate tasks and in achieving Energia Group's environmental goals. You develop, prioritise, and deliver on agreed actions, and display creativity in your problem solving.

Judgement and decision making

You make timely decisions based on analysis, knowledge, and experience, providing specialist advice to others and fostering a culture of trust.

Taking Ownership

Takes ownership of issues & ensures resolution. Seeks opportunities for feedback & improvement to be more effective.

What we offer



25 DAYS HOLIDAY PER YEAR
Plus 11 statutory



ANNUAL SALARY REVIEW



A PERSONAL CONTRACT
Bonus of up to 10% of your salary



AND MORE...

- Employee assistance programme (Counselling Service)
- Wellbeing calendar
- Pension
- Membership of sports and social clubs
- Subsidised gym membership
- Car parking
- Family Friendly Policies incl. enhanced Maternity Pay



CAREER PROGRESSION
Great opportunities and year round learning



HEALTH CASH PLAN



OPPORTUNITY TO BUY EXTRA HOLIDAYS

Our additional requirements

The role of Business Analyst requires a considerable degree of commitment, flexibility, and adaptability on the part of the job holders to meet quality standards and work deadlines. The individual must have a forward-thinking approach and be able to work independently.



If energy moves you...

Apply Now!

A reserve list will be held for six months in which you will be placed if you are suitable for the role. Energia Group is an equal opportunities employer.