



JOB TITLE: Data Business Intelligence Manager

DEPARTMENT: IT

REPORTING TO: CFO

Welcome to the unexpected delight of plant-based exploration! We're the creators of a revolutionary cheese alternative that tastes, shreds, melts and stretches like traditional cheese. Today, as plant-based food grows in popularity, that spirit of innovation continues to inspire our team.

We believe in pioneering plant-based breakthroughs that delight people and planet. Our portfolio of great tasting foods provides an opportunity for everyone to gather around the table, whether you have food allergies, are flexitarian, vegan, vegetarian, or just plant-based curious!

We're one big family of food-loving Dayan's, and we're always on the lookout for people who share our passion, our vision, and our ability to make each other smile.

This is a great opportunity to build a new and strategically important organizational capability from the ground up. Reporting to the CFO, the Data and BI Manager will play a critical role in setting the Data strategy for the organization and building and implementing the roadmap to define, structure, and centralize our data into a single source of truth, and leveraging the data by launching digital enterprise dashboards and analytics. The ideal candidate will have a passion for data and analytics and have a proven track record in leading data transformation initiatives with cross functional business teams.

Key Responsibilities

- Develop a centralized **Data strategy and implementation** roadmap for the organization. This will entail:
 - Partnering with the various business functions to define and document the key data sets/ KPIs required to run the business
 - Determining the optimal method to structure the data and ensure it's connected across key business process
 - Working with IT to provide the requirements to implement into a centralized data warehouse and build out specific cubes to support key processes and analytics
 - Working with IT to ensure efficient and accurate data integration protocols are executed

- Create a **Digital Analytics Centre of Excellence** by:
 - Launching Enterprise Power BI dashboards (for key business metrics/ use cases) to drive real-time insights and increase speed of decision making
 - Develop Community of Practice to train other data product owners in the organization on digital BI skills, including helping them create departmental Power BI dashboards
 - Creating standard training documents and best practices to provide organizational guidance on data management and analysis

- Create a **Data Governance Council and Process** to
 - Manage change requests on our core master data
 - Ensure process of collecting and managing data meets regulatory standards
 - Work with IT to ensure data security requirements are met

- General activities:
 - Formulating testable hypotheses that align with business questions and executing statistical experiments in a live environment
 - Writing SQL scripts to automate data pipelines and workflows
 - Learning cloud-based analytics environments and big data tools to build dashboards and analytics workflows

Experience/ Qualifications

- Bachelor's Degree in IT, Computer Science, Finance, or directly related specialized training
- Minimum 5 years of relevant experience in driving Data agenda and transformation at organizational scale, ideally in CPG or Retail company
- Experience with implementing a data warehouse and working with a master data management platform (BOOMI) would be assets
- Familiarity with SYSPRO ERP
- Experience with user requirements gathering and documentation
- Key technical experience:
 - Microsoft SQL
 - Master Data Management system (Dell BOOMI or similar)
 - Microsoft Azure or Google Big Query
 - Microsoft Power Platform (e.g. Power BI)
 - A programming language such a R or Python would be considered an asset

Key Skills

- Self-starter with a bias for action and can operate with a high degree of ownership and accountability
- Strong project management skills - ability to communicate and influence effectively across multiple teams to drive consensus, achieve results, and adhere to timelines
- Proven track record of being able to transform Data to drive organizational value and automate business processes

- Ability to coach/mentor others on Data skills and champion Data first culture within the organization
- Ability to multitask, stay organized, and effectively meet deadlines in a dynamic environment