



We're **hiring!**

Join our team



**Business
Intelligence Analyst**

Role: Business Intelligence Analyst
Based: Homebased & Warrington Head Office
Reporting To: Head of Data & Analytics

About Us

PAM Group has a workforce consisting of over 550 staff based regionally throughout the UK who provide a comprehensive range of high-quality services, delivered through a bespoke combination of on-site staff, remote services (including telephone & secure video conferencing) and clinic-based services via a UK wide network of PAM clinics.

Services are offered nationwide; we have established regional management teams to support clients locally. Supporting this is our extensive IT capability, recognised quality management systems and solid financial standing.

Role

We are looking for a talented and passionate individual who wants to develop their data skills. You would join a small team tasked with modernising PAM's data practices. Initially, this role would focus on forging relationships within the business and upgrading our existing excel solutions. However, there will be room to develop in all aspects of the data lifecycle (data engineering, BI & reporting, data science).

As a BI Analyst, you will be part of the team migrating PAM onto PowerBI and levelling up our reporting, transforming data from PAM's newly built data lake, and combining datasets to drive decision making.

- ❖ Build strong relationships with stakeholders and be an integral part of a team of data experts that will change the way PAM leverages data.
- ❖ Learn tools and skills to support the data team's development as we grow and tackle new data challenges.
- ❖ Build new and improve existing dashboards in PowerBI to enable stakeholders to make data-informed decisions.
- ❖ Scope requirements from stakeholders on data and reporting projects.
- ❖ Transform and combine data from various sources always using the right tool for the job (SQL, Knime, Python, AWS Glue, etc).
- ❖ Assist the business in understanding data and identifying gaps/opportunities in our reporting and how we use data.
- ❖ Handle ad hoc data and reporting requests to answer day-to-day business questions

About You

- ❖ Hold a bachelor's degree in a relevant course (Mathematics, Statistics, Computer Science, etc) or equivalent experience.
- ❖ Experience in creating and maintaining data dashboards/reports.
- ❖ Experience working with, and gathering, business requirements from stakeholders.
- ❖ Good knowledge of reporting software (PowerBI, Tableau, etc) and at least one data transformation language/tool (SQL, Python, R, Knime, etc).
- ❖ Ability to effectively prioritise and execute tasks in a high-pressure environment.
- ❖ Analytically minded and a creative problem solver.
- ❖ Motivated and enthusiastic, willing to learn, and get stuck into new challenges with the team's support.
- ❖ An interest in data visualisation techniques and conveying insights through data.

If you're looking for your next career move and are wanting to work with a rewarding company, please get in touch with our Recruitment department for a confidential chat about joining the PAM Team. Recruitment@pamgroup.co.uk

Our Values

At PAM we are passionate about people and delivering our Everyday Things That Matter Values and Behaviours to our customers and our colleagues. Our cultural philosophy is based on putting our people first, creating high performing teams who deliver great services for our clients.

We're looking for driven and ambitious professionals to join our team, who are just as passionate about our philosophy and values as we are:

- ❖ Hard Work & Enthusiasm; we believe hard work should be rewarded, we go the extra mile to achieve our goals and support each other and enthusiasm and passion are part of our DNA.
- ❖ Teamwork & Friendship; our colleagues share a sense of belonging; we understand collaborative working means better decisions making and we support each other to achieve common goals.
- ❖ Loyalty & Improvement; we are dedicated to personal and professional development. Our PAM Academy mentors' colleagues and provides support to help you be the best you can through offering a wide range of CPD opportunities.

Employee Benefits

- ❖ Industry Leading Healthcare Scheme – Opticians, Dental, Physio & more!
- ❖ Excellent Pension Plan - 8% auto-enrolment and up to 5% matched contribution
- ❖ 24/7 Doctor helpline – book a telephone or video appointment with a GP
- ❖ Employee Assistance Program – 24/7 telephone counselling helpline
- ❖ Flexible working hours and 33 days annual leave (includes bank holidays)
- ❖ Top training and development opportunities, with best-in-class tech gear

If you're looking for your next career move and are wanting to work with a rewarding company, please get in touch with our Recruitment department for a confidential chat about joining the PAM Team. Recruitment@pamgroup.co.uk