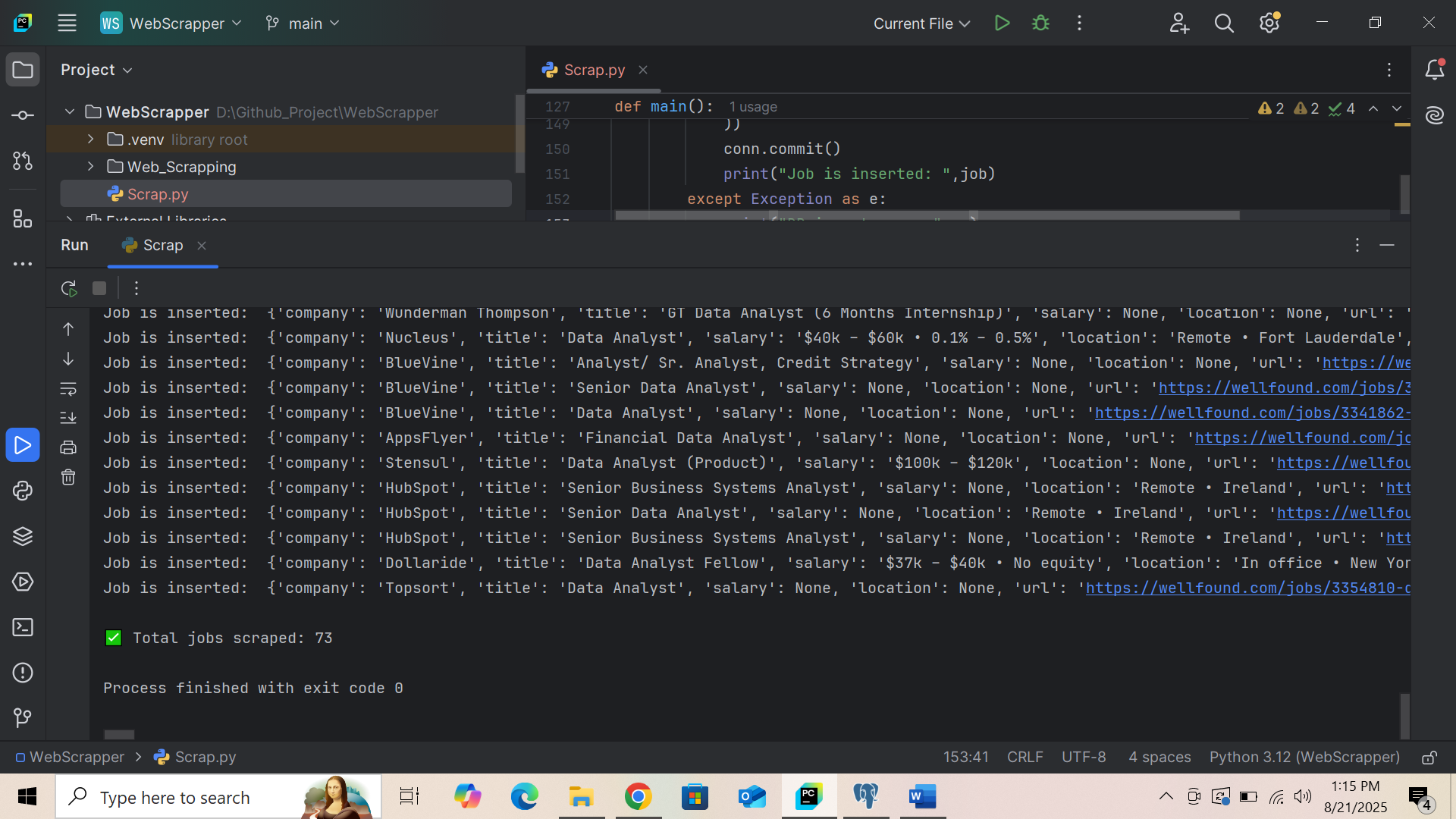
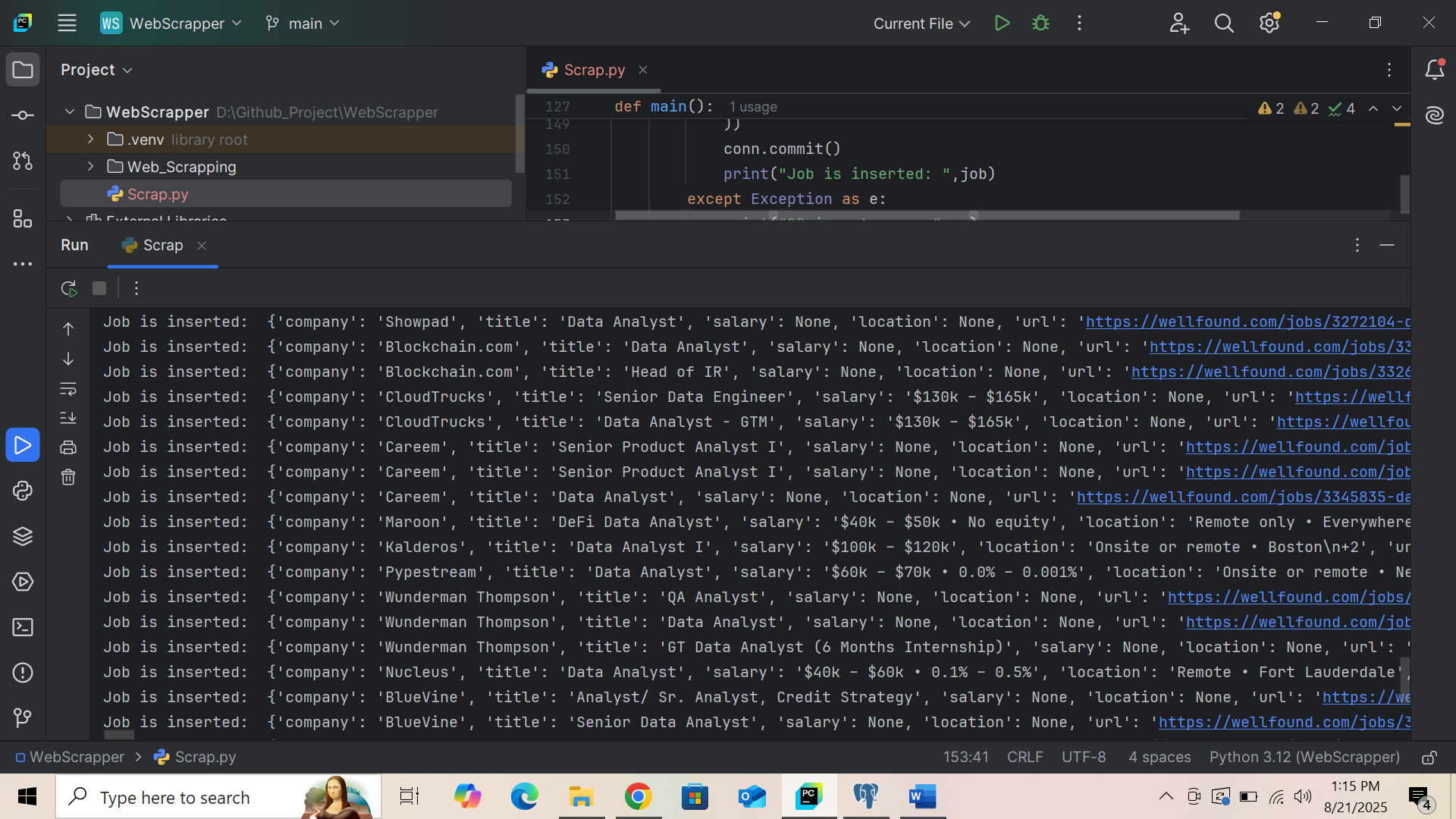
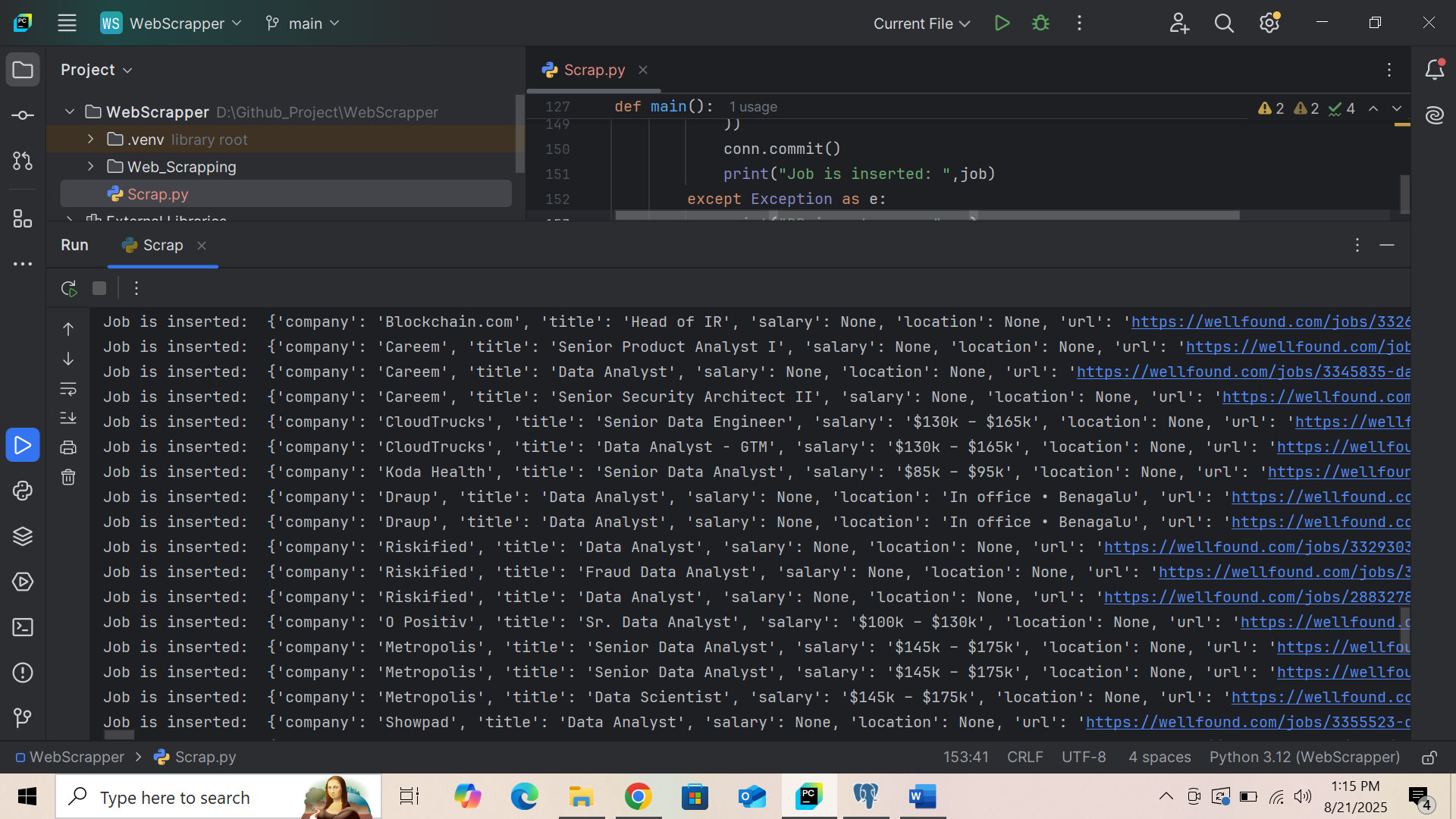
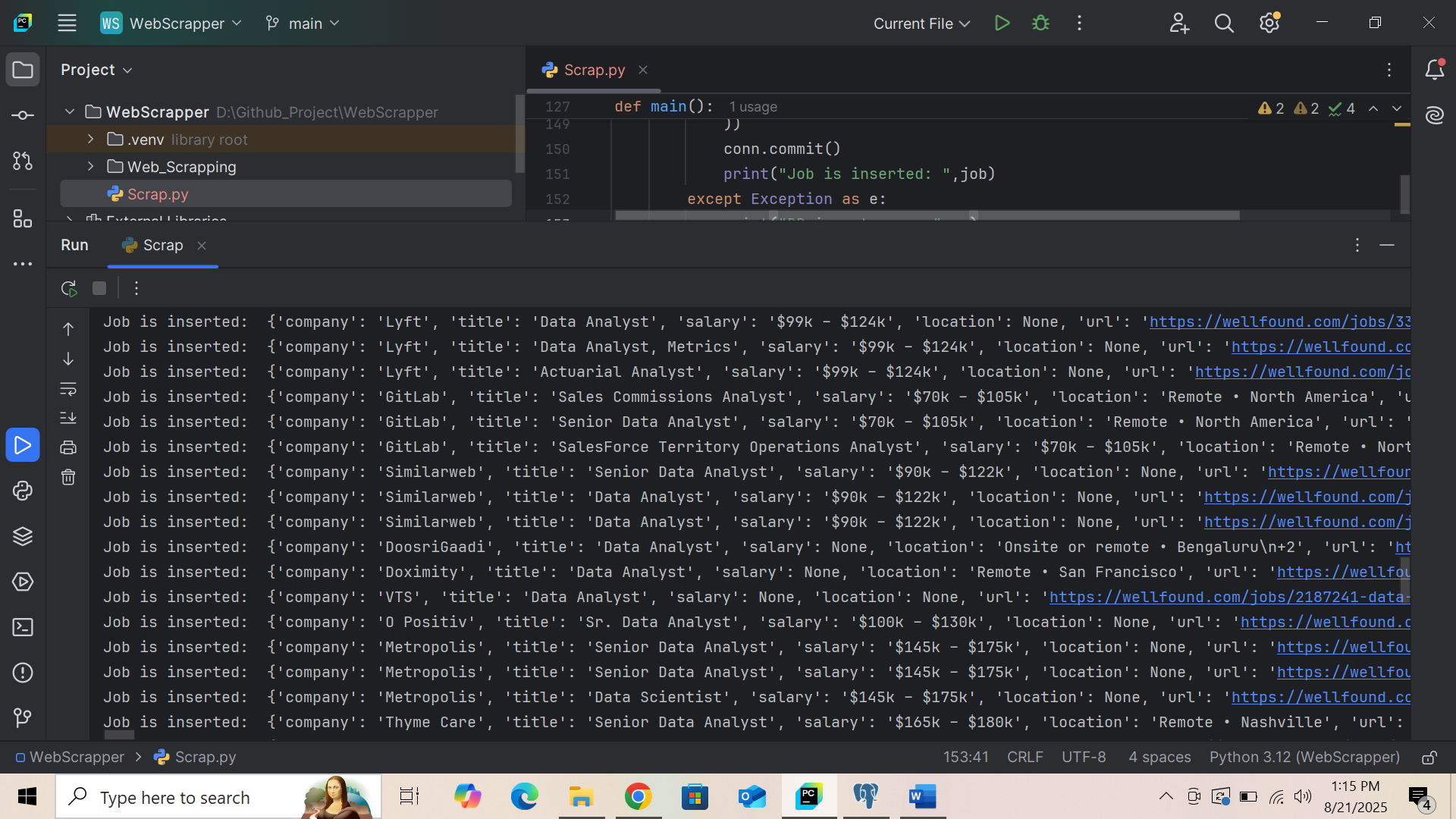
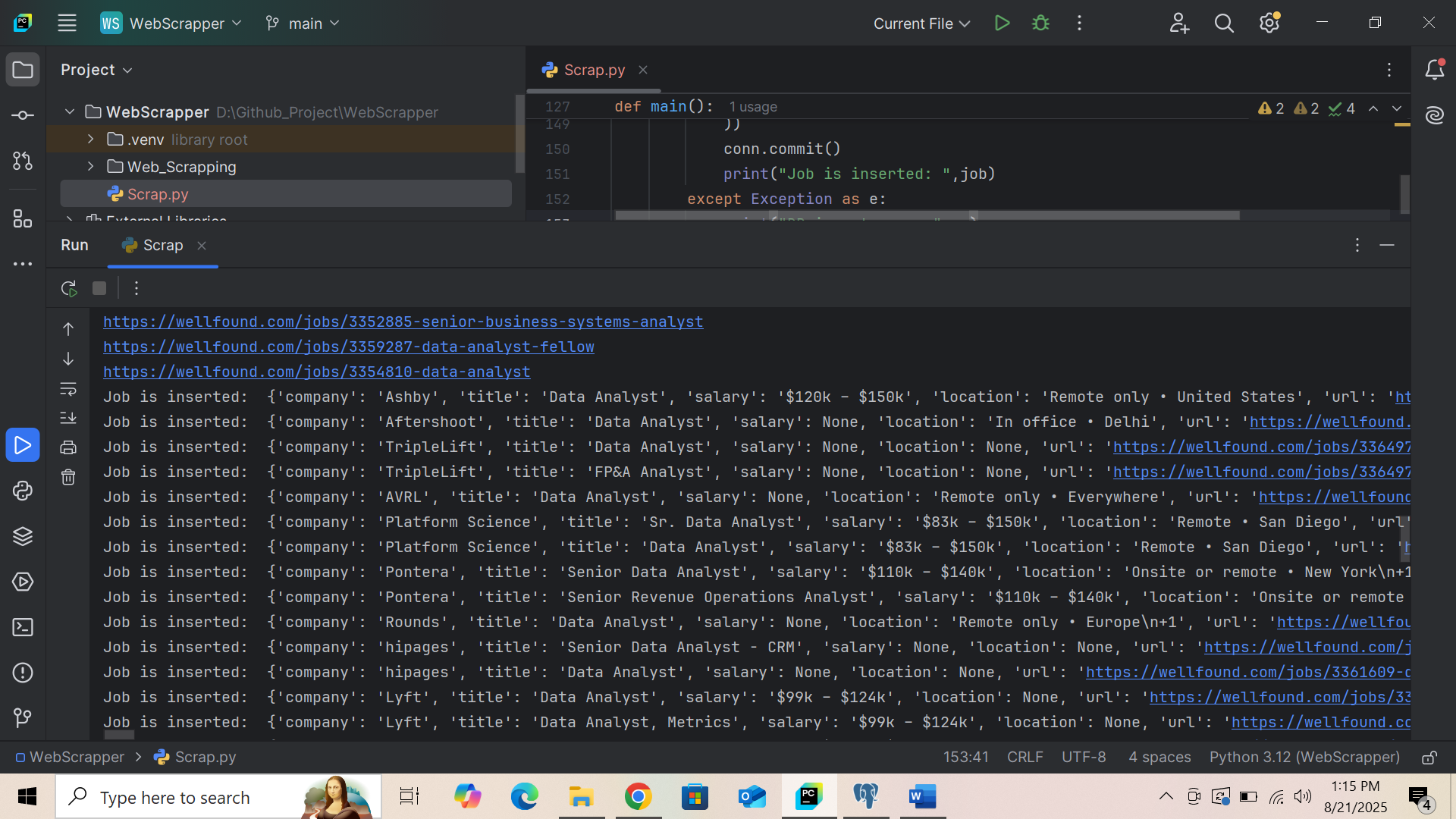
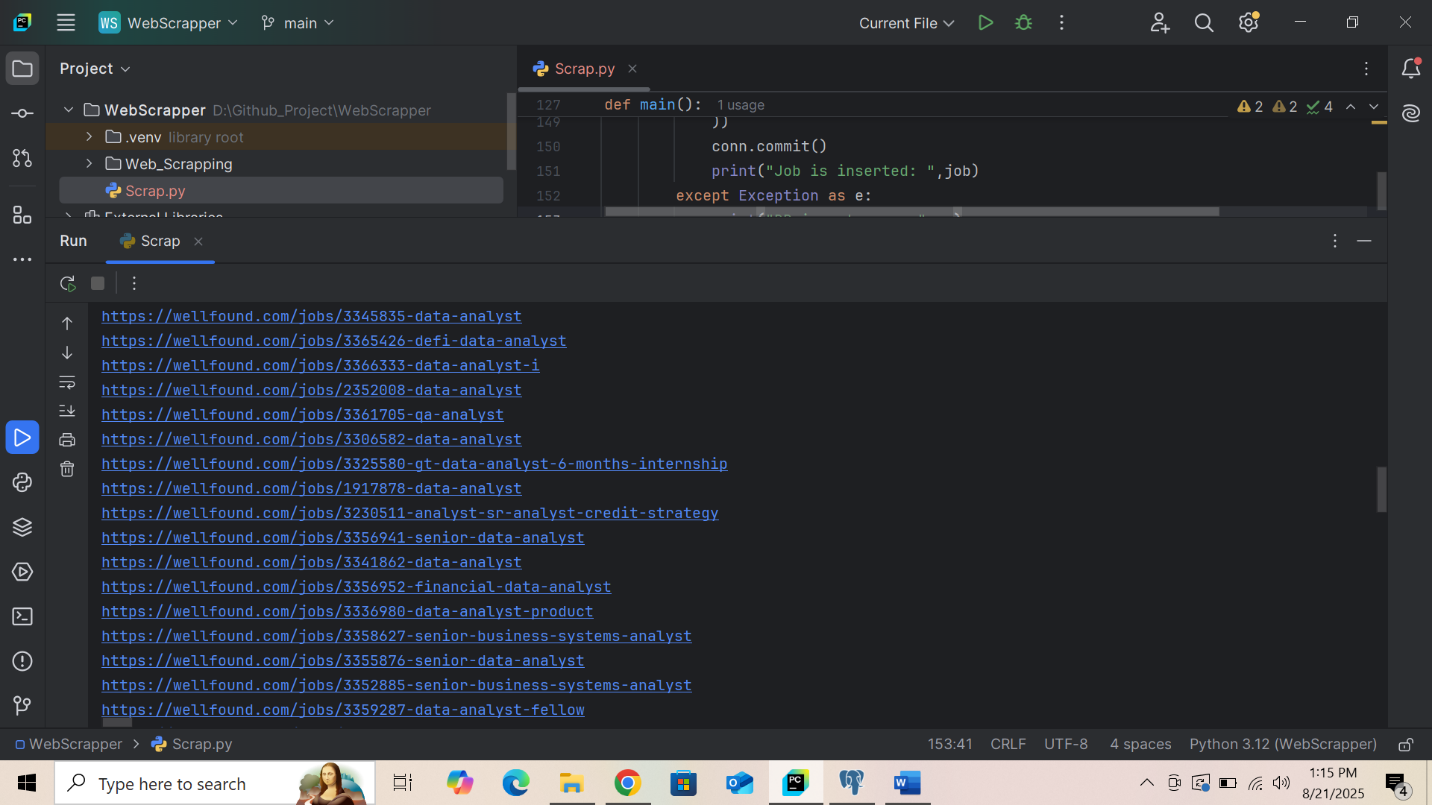
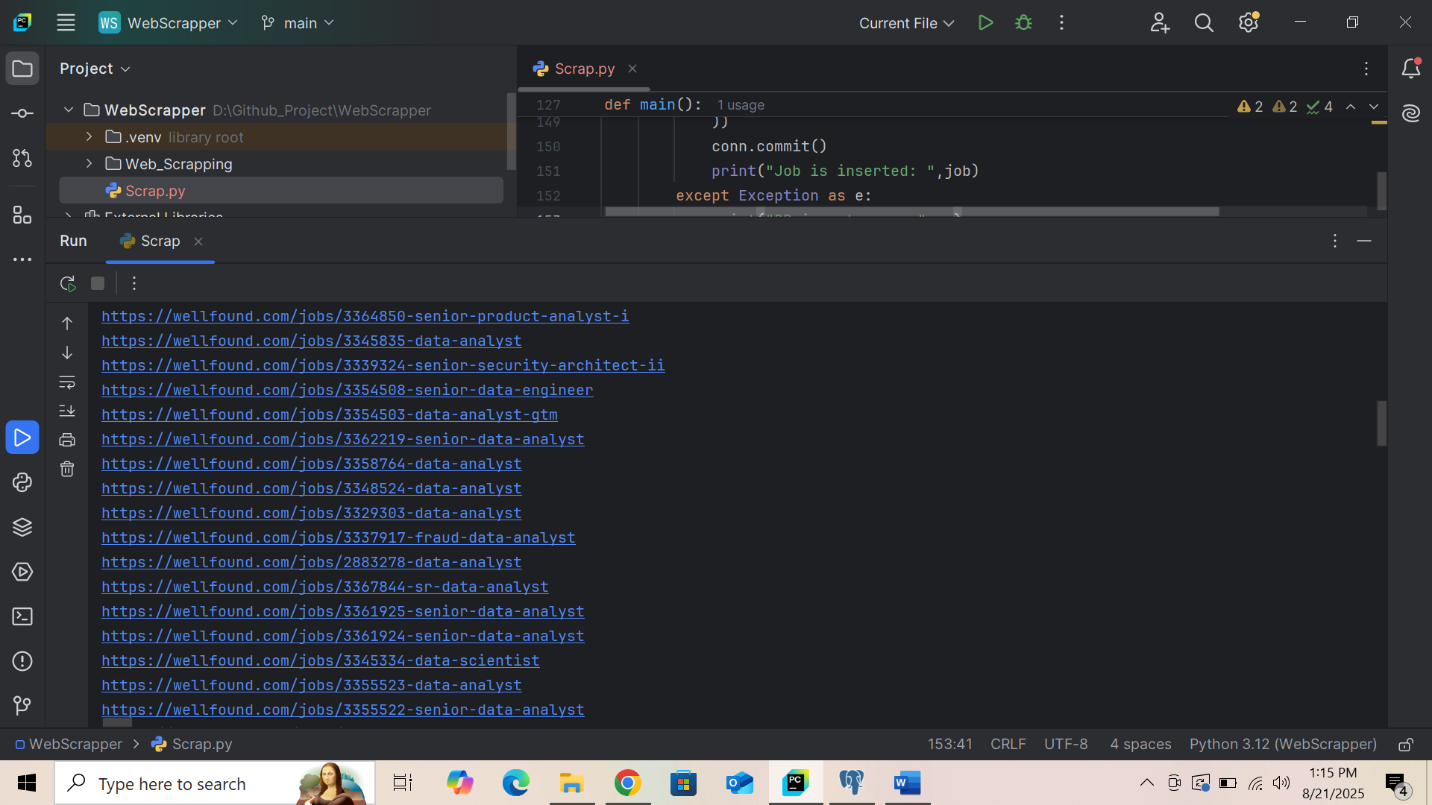
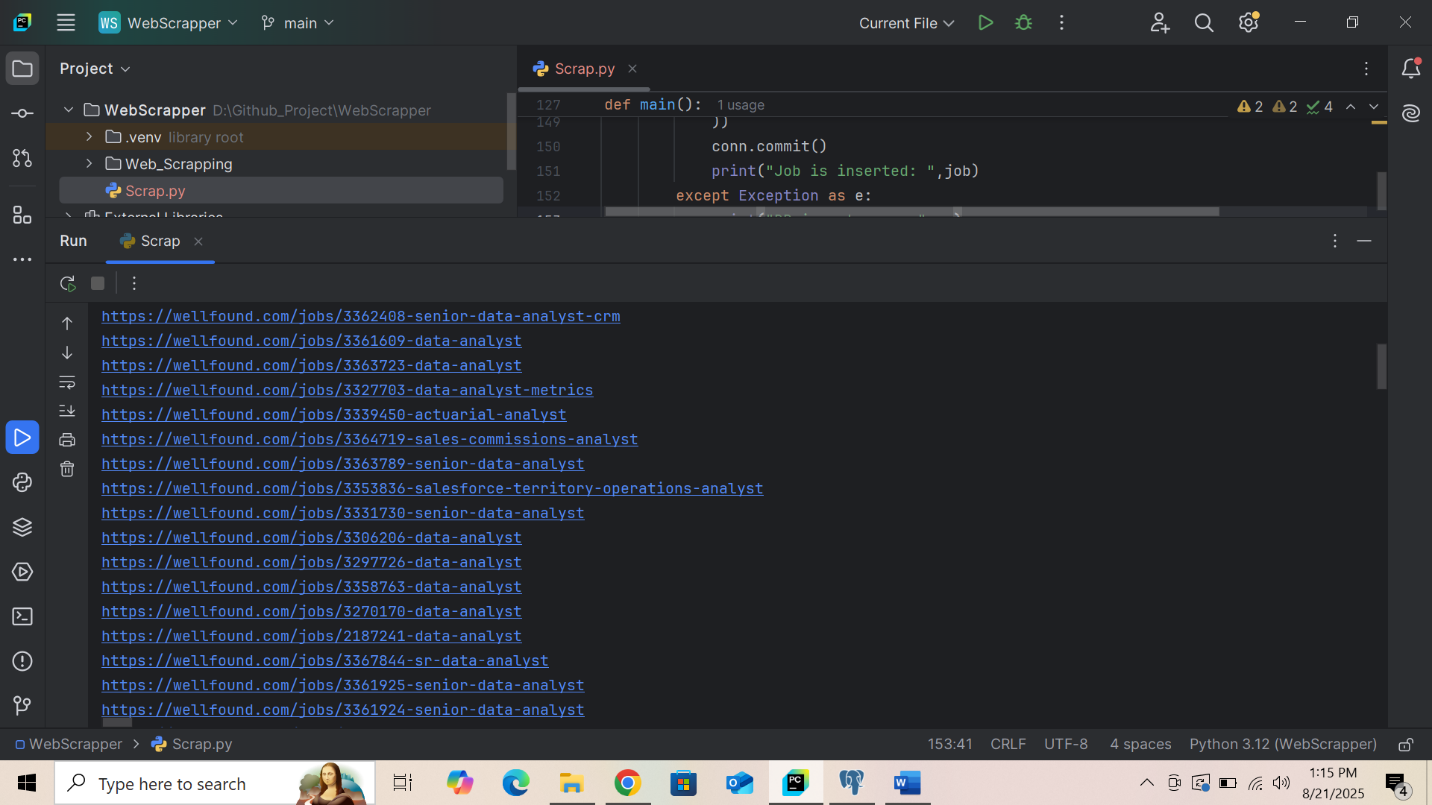
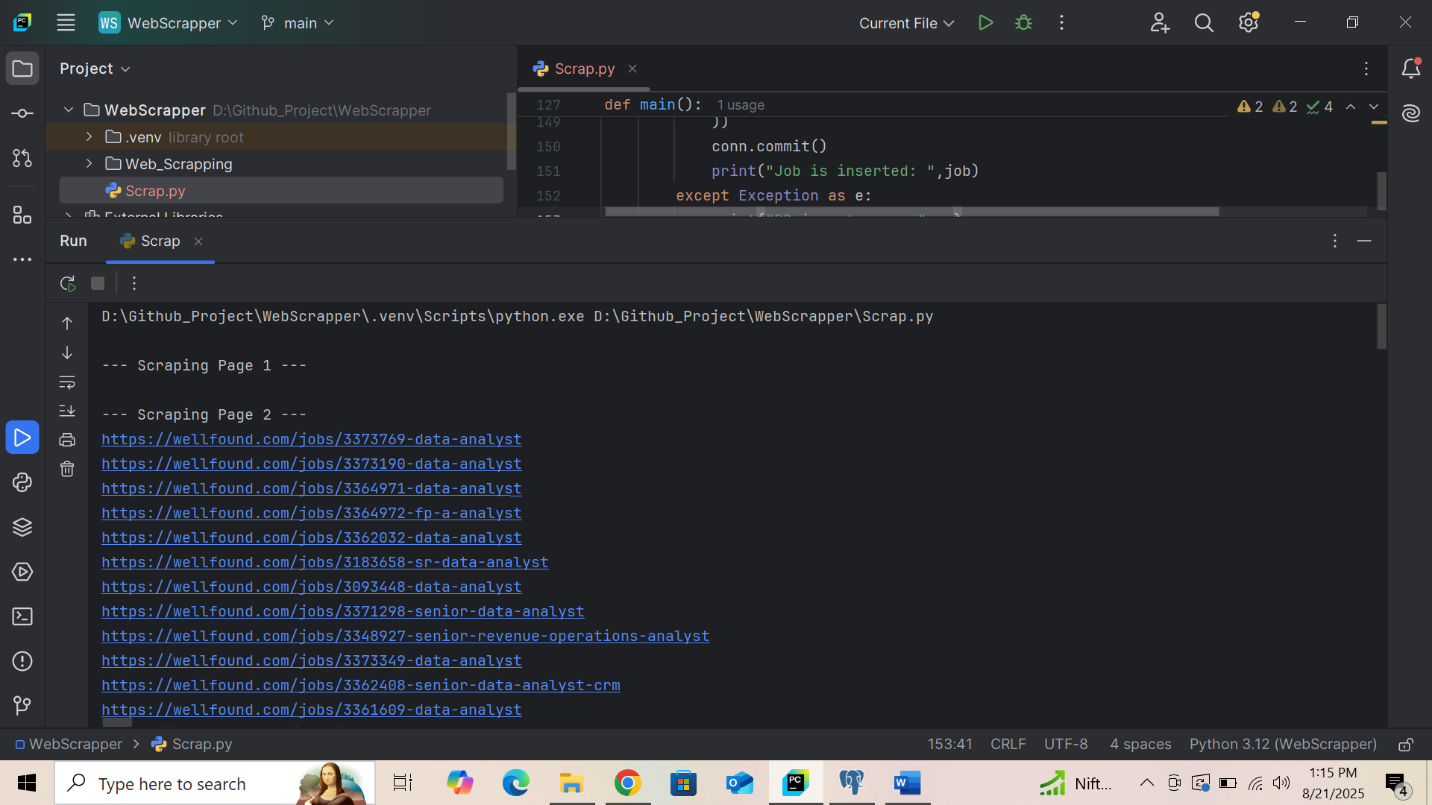
D:\Github\_Project\WebScrapper\.venv\Scripts\python.exe D:\Github\_Project\WebScrapper\Scrap.py

Output Result:



--- Scraping Page 1 ---

--- Scraping Page 2 ---

https://wellfound.com/jobs/3373769-data-analyst

https://wellfound.com/jobs/3373190-data-analyst

https://wellfound.com/jobs/3364971-data-analyst

https://wellfound.com/jobs/3364972-fp-a-analyst

https://wellfound.com/jobs/3362032-data-analyst

https://wellfound.com/jobs/3183658-sr-data-analyst

https://wellfound.com/jobs/3093448-data-analyst

https://wellfound.com/jobs/3371298-senior-data-analyst

https://wellfound.com/jobs/3348927-senior-revenue-operations-analyst

https://wellfound.com/jobs/3373349-data-analyst

https://wellfound.com/jobs/3362408-senior-data-analyst-crm

https://wellfound.com/jobs/3361609-data-analyst

https://wellfound.com/jobs/3363723-data-analyst

https://wellfound.com/jobs/3327703-data-analyst-metrics

https://wellfound.com/jobs/3339450-actuarial-analyst

https://wellfound.com/jobs/3364719-sales-commissions-analyst

https://wellfound.com/jobs/3363789-senior-data-analyst

https://wellfound.com/jobs/3353836-salesforce-territory-operations-analyst

https://wellfound.com/jobs/3331730-senior-data-analyst

https://wellfound.com/jobs/3306206-data-analyst

https://wellfound.com/jobs/3297726-data-analyst

https://wellfound.com/jobs/3358763-data-analyst

https://wellfound.com/jobs/3270170-data-analyst

https://wellfound.com/jobs/2187241-data-analyst

https://wellfound.com/jobs/3367844-sr-data-analyst

https://wellfound.com/jobs/3361925-senior-data-analyst

https://wellfound.com/jobs/3361924-senior-data-analyst

https://wellfound.com/jobs/3345334-data-scientist

https://wellfound.com/jobs/3258789-senior-data-analyst

https://wellfound.com/jobs/3310167-data-analyst

https://wellfound.com/jobs/3326645-head-of-ir

https://wellfound.com/jobs/3364850-senior-product-analyst-i

https://wellfound.com/jobs/3345835-data-analyst

https://wellfound.com/jobs/3339324-senior-security-architect-ii

https://wellfound.com/jobs/3354508-senior-data-engineer

https://wellfound.com/jobs/3354503-data-analyst-gtm

https://wellfound.com/jobs/3362219-senior-data-analyst

https://wellfound.com/jobs/3358764-data-analyst

https://wellfound.com/jobs/3348524-data-analyst

https://wellfound.com/jobs/3329303-data-analyst

https://wellfound.com/jobs/3337917-fraud-data-analyst

https://wellfound.com/jobs/2883278-data-analyst

https://wellfound.com/jobs/3367844-sr-data-analyst

https://wellfound.com/jobs/3361925-senior-data-analyst

https://wellfound.com/jobs/3361924-senior-data-analyst

https://wellfound.com/jobs/3345334-data-scientist

https://wellfound.com/jobs/3355523-data-analyst

https://wellfound.com/jobs/3355522-senior-data-analyst

https://wellfound.com/jobs/3272104-data-analyst

https://wellfound.com/jobs/3310167-data-analyst

https://wellfound.com/jobs/3326645-head-of-ir

https://wellfound.com/jobs/3354508-senior-data-engineer

https://wellfound.com/jobs/3354503-data-analyst-gtm

https://wellfound.com/jobs/3364850-senior-product-analyst-i

https://wellfound.com/jobs/3364851-senior-product-analyst-i

https://wellfound.com/jobs/3345835-data-analyst

https://wellfound.com/jobs/3365426-defi-data-analyst

https://wellfound.com/jobs/3366333-data-analyst-i

https://wellfound.com/jobs/2352008-data-analyst

https://wellfound.com/jobs/3361705-qa-analyst

https://wellfound.com/jobs/3306582-data-analyst

https://wellfound.com/jobs/3325580-gt-data-analyst-6-months-internship

https://wellfound.com/jobs/1917878-data-analyst

https://wellfound.com/jobs/3230511-analyst-sr-analyst-credit-strategy

https://wellfound.com/jobs/3356941-senior-data-analyst

https://wellfound.com/jobs/3341862-data-analyst

https://wellfound.com/jobs/3356952-financial-data-analyst

https://wellfound.com/jobs/3336980-data-analyst-product

https://wellfound.com/jobs/3358627-senior-business-systems-analyst

https://wellfound.com/jobs/3355876-senior-data-analyst

https://wellfound.com/jobs/3352885-senior-business-systems-analyst

https://wellfound.com/jobs/3359287-data-analyst-fellow

https://wellfound.com/jobs/3354810-data-analyst

Job is inserted: {'company': 'Ashby', 'title': 'Data Analyst', 'salary': '$120k – $150k', 'location': 'Remote only • United States', 'url': 'https://wellfound.com/jobs/3373769-data-analyst', 'source\_site': 'Wellfound', 'description': 'About Ashby\nWe’re building the next generation of recruiting software and we’re starting with a suite of products that helps talent leaders, recruiters, and hiring managers run an efficient and data-driven hiring process.\nWe are well-funded and backed by great investors, including Y Combinator, Elad Gil and Lachy Groom. We have over 1,500 amazing customers including Ramp, Notion, OpenAI and Zapier – yet we\'ve only taken the first steps toward a much larger opportunity. In short, it\'s the perfect time to join! 🚀\nAbout this Role\n👋 Hi, I’m Kevin, I manage the data team and analytics products at Ashby. With Ashby’s ongoing growth we’re entering a new phase where the role of data will become more important than ever before. With that in mind, I’m looking for a talented data analyst to join our dynamic team!\nAs a Data Analyst at Ashby you’ll primarily be focused on product-related analytical questions. This will cover the gamut of most standard analyses and related assets (analysis summaries, metric monitoring, dashboards, etc). Given Ashby is well-positioned to capture global recruiting data, our product analyses naturally lend themselves to global job market benchmark reports which are highly valuable to Ashby and the broader employer and candidate job markets (see our Talent Trends for some examples).\nYour responsibilities will cover the whole data funnel: starting from raw or lightly modeled data all the way through final analysis summary. When appropriate, you will be responsible for analysis work that becomes standardized internal dashboards for other Ashby team members. All in, you will have broad analytical ownership and responsibilities, so this is a role best fit for a curious and ambitious type that enjoys touching the whole data analysis ecosystem.\nIf you are a product-minded analyst, given Ashby supports a whole recruiting analytics product offering, there is a very real potential that your internal analysis work could contribute directly to our product roadmap. This is not a requirement, but I see it as a genuinely likely possibility and an added bonus.\nData Culture at Ashby\nAt Ashby, we draw a clear distinction between when to look to data for "the answer" and when to use data to aid principled thinking for decision making. In general, a primary consideration is whether or not data is needed to help clarify points of uncertainty. When data is considered necessary, a secondary consideration is to what depth data will be required. Data questions lend themselves to ongoing "what about..." or "what if..." explorations, which can be important in some situations but are not always necessary.\nWith these dynamics in mind, we do not foster an environment where every decision we make should be backed by data, but we do foster an environment where teammates ask whether or not data will fit the task at hand well. This, in turn, allows us to operate a lean team focused on projects where data provides true leverage to our overall business and product goals.\nAs a related but distinct point, Ashby’s data culture, as far as transparency and access goes, is very open. We share company-wide access to our financial standings, progress, goals, and generally make any data and reporting results broadly available. Outside of constraints related to whether a teammate has access to a particular tool, there are close to no constraints on access the state of the company as told by data or reporting. In general, we would like to continue and extend open access to data throughout the company (with your help!), but with consideration and not as a substitute for principled thinking :)\nRequirements\nThe essence of this role dictates that you must be analytical, conversant in statistical reasoning, and capable of managing the data you work with from inception through synthesis of results in the appropriate downstream assets. There are a lot of ways to meet those responsibilities. If the dot product of your skill vector with this requirements vector is close to 1, please consider applying, but please note it does not have to be 1.0.\nExpertise in SQL-based data analysis\nStrong in analytical and statistical thinking - you must be able to generate insights\nExpertise with data visualization (i.e. visual communication of results)\nInterest in working directly with business partners, e.g. product or go-to-market teammates, to identify and plan related analysis efforts\nProficiency building internal “data products” based on your analysis results, e.g. high-usage dashboards via BI tools (Looker, Tableau, etc) for various business partners\nExcellent written and verbal communication. Ashby has a writing-centric culture, but you will also be responsible for direct collaboration with various teammates\nVery detail-oriented: in your analysis work you can anticipate complications and identify bad-but-not-obviously-wrong data discrepancies\nProficiency in Python (primarily in the domain of data analysis and visualization)\nExperience in modeling and working with product analytics events\nYou could be a great fit if\nYou identify as exceptionally curious by nature\nYou could pass as an “analytics engineer” or have working proficiency in dbt-based data modeling\nYou have been a first or early data analyst at a growing, fast-moving startup\nYou have working experience in B2B SaaS and understand how analysis facilitates business success\nYou have an intuition for solving problems pragmatically and an eye for leverage\nYou enjoy collaboration and find reward in enabling other teammates to succeed\nYou have strong, experience-backed opinions about data products and data culture in a company setting\nFamiliarity with our data stack is a bonus, but not a requirement\nHave a passion for refining the role of data within company environments, spanning everything from communication standards and data request management - you’ll help shape this as Ashby grows\nYou can appreciate the whole distribution as much as a point estimator\nReasons not to apply\nYou do not enjoy working directly with non-analysts or other business stakeholders. This role will require working closely with teammates across the company as various data-related needs come up.\nYou are looking for consumer-scale data infrastructure projects. We have a huge and interesting set of data to work with (check out our data trends reports!), but we are a B2B SaaS company. Relative to B2C services, we might best be considered small but mighty :)\nYou are seeking an in-person work experience. Although there are hot spots of Ashby employees around the world, Ashby is a remote workplace. Rest assured, we do meet up in person for various events throughout the year!\nYou want to be on a large team of analysts. The data team at Ashby is extremely lean, so you will be primarily working with a data engineering partner, our first data analyst, and your manager (me!). That said, you will be working directly with many team members across the company, so your teammates in the analysis sense will be the diversity of folks you collaborate with from project to project.\nAshby\'s Data Stack\nAs it will undoubtedly be a point of interest, a quick summary of our data stack is provided here. Our production database is postgres, which we integrate into a Snowflake data warehouse via Polytomic. All other business systems are integrated via Fivetran (the GTM stack involves HubSpot as our CRM and Stripe, most notably). We use Prefect for orchestration and dbt for data modeling. Frontend event tracking is done via Rudderstack. Data visualization and reporting varies, but the broader company is primarily served standardized analytics via Looker. For version control we use Git/Github (and Github Actions for CI/CD). As an Analyst, you\'ll be at liberty to work in a notebook or tool of your choice, but Hex is the burgeoning standard and likely recommendation. Internal documentation lives in Slab and dbt docs.\nA core part of the data stack at Ashby is the actual people! As mentioned, we are a lean team, and the current structure is myself as the manager, a single data engineer and a single data analyst. You would be our second data analyst joining the team, meaning you would represent the first step in scaling data practices and throughput. It also means that the role will necessitate a strong sense of ownership. The broader responsibility comes with broader leeway.\nInterview Process\nOur interview process is thorough. We aim to ensure each person that joins the team is the right fit for Ashby and will provide ample information for you to assess if Ashby is the right fit for you. The process for this role is as follows:\nHiring Manager Screen (30 mins)\nTake Home Assignment: Mini Analysis and Write-up (~3-4 hours)\nFinal Round - Virtual Onsite (~2.5, can be split into multiple days)\n(45 mins) Analysis Projects Deep Dive\n(30 mins) Working with Product Stakeholders\n(30 mins) Working with Go-to-Market Stakeholders\n(30 mins) Chat with a Founder\n(15 mins) Follow-Up Conversation + Debrief with the Hiring Manager\nNote: please do not reach out to the broader Ashby team requesting more information or time to connect. We will diligently review all applications in detail after the public posting period is over.\nBenefits\nCompetitive salary and equity.\n10-year exercise window for stock options. You shouldn’t feel pressure to purchase stock options if you leave Ashby —do it when you feel financially comfortable.\nUnlimited PTO with four weeks recommended per year. Expect “Vacation?” in our one-on-one agenda until you start taking it 😅.\nTwelve weeks of fully paid family leave in the US. We plan to expand this to employees in other countries as situations arise.\nGenerous equipment, software, and office furniture budget. Get what you need to be happy and productive!\n$100/month education budget with more expensive items (like conferences) covered with manager approval.\nIf you’re in the US, top-notch health insurance for you and your dependents with all premiums covered by us.\nAshby’s success hinges on hiring great people and creating an environment where we can be happy, feel challenged, and do our best work. We’re being deliberate about building that environment from the ground up. I hope that excites you enough to apply.\nIf you\'ve made it this far and are excited about Ashby, please apply and follow us on LinkedIn to stay up to date!\nAshby provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, genetics, sexual orientation, gender identity, or gender expression. We are committed to a diverse and inclusive workforce and welcome people from all backgrounds, experiences, perspectives, and abilities.'}

Job is inserted: {'company': 'Aftershoot', 'title': 'Data Analyst', 'salary': None, 'location': 'In office • Delhi', 'url': 'https://wellfound.com/jobs/3373190-data-analyst', 'source\_site': 'Wellfound', 'description': 'At Aftershoot, we’re building more than just AI tools; we’re building a global community of photographers who spend less time behind their screens and more time behind the lens. Every feature we create, every update we ship, is designed to make post-processing easier, faster, and smarter for photographers worldwide, from culling to editing to retouching. Our AI tools do all the heavy lifting, so photographers can focus on what they do best: capturing moments, telling stories, and creating magic.\nWe’re a fast-growing, passionate team backed by over 30,000+ photographers and $12 M+ in ARR.\nBut we’re just getting started. Our mission is clear: solve the biggest pain points in photography, and keep evolving with photographers who use our tools daily.\nIf you care deeply about building meaningful products, working with curious and driven teammates, and being part of a team that genuinely loves what they do, we’d love to meet you.\nLet’s create the future of AI in photography, together.\n🚀Your Mission\nAs a Data Analyst, you’ll be pivotal in driving data-informed decision-making across product and business functions. You’ll dig into product usage, revenue trends, and customer behaviour analytics—turning data into powerful insights that guide product roadmap and optimise business outcomes.\n🎯What You Will Be Doing\nLead product analytics efforts: monitor feature use, revenue performance, and customer journeys to uncover actionable insights.\nDevelop and maintain dashboards and reports using SQL, Tableau, Power BI, and Google Data Studio.\nAlign analytics output with strategic objectives in partnership with Product, Engineering, and Marketing teams.\nTranslate business questions into analytical problems—and data results back into business impact.\nUphold data accuracy and governance standards across analytics pipelines.\nContinuously refine analytics workflows for scalability and clarity.\n💪What We’re Looking For\n2–4 years of hands-on experience in data or product analytics.\nSQL (advanced): Efficient joins, CTEs, window functions, optimizing queries for large datasets.\nData Warehouses: Familiarity with BigQuery or similar tools.\nData Visualization: Creating clear dashboards in Tableau, Power BI, Looker, Omni or similar tools.\nStrong grasp of product metrics, revenue analytics, and customer behavior insights.\nExcellent business acumen and the ability to translate data into compelling narrative\nClear communication skills across both technical and non-technical teams.\nA proactive, curious approach with a strong bias for action.\nYou Will Work With\nCaptain: Akshay (VP – Business & Finance)\nTeam Members: Khalid, Hinal and the rest of the Aftershoot team.\nWhat Happens After You Apply?\n1️⃣ Phone Screen – If your profile looks like a fit, our People team will reach out for an intro call.\n2️⃣ Team Interview – Chat with one of your future teammates to dive deeper into your experience.\n3️⃣ Task Round – Show us how you think and solve a real-world problem.\n4️⃣ Bar-Raiser Interview – Meet our leadership team for a final evaluation.\n5️⃣ Offer! – If it goes well, we’ll extend a formal offer and welcome you on board.'}

Job is inserted: {'company': 'TripleLift', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3364971-data-analyst', 'source\_site': 'Wellfound', 'description': "About TripleLift\nWe're TripleLift, an advertising platform on a mission to elevate digital advertising through beautiful creative, quality publishers, actionable data and smart targeting. Through over 1 trillion monthly ad transactions, we help publishers and platforms monetize their businesses. Our technology is where the world's leading brands find audiences across online video, connected television, display and native ads. Brand and enterprise customers choose us because of our innovative solutions, premium formats, and supportive experts dedicated to maximizing their performance.\nAs part of the Vista Equity Partners portfolio, we are NMSDC certified, qualify for diverse spending goals and are committed to economic inclusion. Find out how TripleLift raises up the programmatic ecosystem at triplelift.com.\nRole:\nTripleLift, a fast-growing AdTech platform tackling some of the most challenging problems in the world of digital advertising, is seeking a skilled and enthusiastic Data Analyst to join our Data Science and Analytics team. The Data Analyst will play a key role in analyzing datasets, deriving insights, and contributing to data-driven decision-making across the organization. The ideal candidate will have a foundational background in statistical analysis, data manipulation, and data visualization techniques. They should possess good problem-solving skills, attention to detail, and the ability to communicate findings effectively to stakeholders.\nResponsibilities:\nPerform in-depth analysis of datasets to identify trends and patterns\nSupport the design and execution of experiments to test hypotheses\nInterpret and communicate findings through reports, presentations, and data visualizations\nProvide data-driven insights to support decision-making processes\nConduct ad-hoc analyses and provide analytical support to various departments as needed\nAssist in the development and implementation of analytical models to extract meaningful insights from data\nCollaborate with cross-functional teams to understand project objectives and data requirements\nContribute to the enhancement of data infrastructure, including data collection and storage\nStay up-to-date on emerging trends, tools, and technologies in data analysis and data science\nQualifications:\nBachelor's degree, or higher, in Statistics, Mathematics, Computer Science, Economics, or a related field\nMinimum of 1-2 years of experience in data analysis, with a proven track record of contributing to insights and business impact\nProficiency in SQL for data extraction and manipulation\nExperience with Python for statistical analysis\nStrong analytical and quantitative skills, with a basic understanding of statistical methods and hypothesis testing\nExperience working with datasets and using data visualization tools such as Looker, Power BI, or Matplotlib\nBasic understanding of data warehousing concepts and experience working with relational databases (e.g., MySQL, PostgreSQL)\nFamiliarity with basic monitoring and measuring statistical modeling performance with ability to build basic dashboards using tools like Grafana, Looker, etc\nGood communication skills, with the ability to convey technical concepts to non-technical stakeholders\nAbility to work independently and collaboratively in a fast-paced environment, managing multiple priorities and deadlines effectively\nStrong attention to detail and a commitment to delivering quality work\nAdditional Preferred Skills:\nExposure to machine learning techniques and algorithms.\nPrior AdTech experience.\nFamiliarity with big data technologies such as Spark or Kafka.\nExperience with cloud platforms such as AWS, or other cloud platforms.\nTechnologies\nFrom our early days, we’ve always believed in using the right tools for the right job and continue to explore new technology options as we grow. The Data Science and Analytics team uses the following technologies at TripleLift:\nLanguages: Python\nFrameworks: Spark, DataBricks, ONNX, Docker, Airflow\nDatabases: MySQL, Snowflake, S3/Parquet\nAmazon Web Services to keep everything running\nLife at TripleLift\nAt TripleLift, we’re a team of great people who like who they work with and want to make everyone around them better. This means being positive, collaborative, and compassionate. We hustle harder than the competition and are continuously innovating.\nLearn more about TripleLift and our culture by visiting our LinkedIn Life page.\nEstablishing People, Culture and Community Initiatives\nAt TripleLift, we are committed to building a culture where people feel connected, supported, and empowered to do their best work. We invest in our people and foster a workplace that encourages curiosity, celebrates shared values, and promotes meaningful connections across teams and communities. We want to ensure the best talent of every background, viewpoint, and experience has an opportunity to be hired, belong, and develop at TripleLift. Through our People, Culture, and Community initiatives, we aim to create an environment where everyone can thrive and feel a true sense of belonging.\nPrivacy Policy\nPlease see our Privacy Policies on our TripleLift and 1plusX websites.\nTripleLift does not accept unsolicited resumes from any type of recruitment search firm. Any resume submitted in the absence of a signed agreement will become the property of TripleLift and no fee shall be due."}

Job is inserted: {'company': 'TripleLift', 'title': 'FP&A Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3364972-fp-a-analyst', 'source\_site': 'Wellfound', 'description': "About TripleLift\nWe're TripleLift, an advertising platform on a mission to elevate digital advertising through beautiful creative, quality publishers, actionable data and smart targeting. Through over 1 trillion monthly ad transactions, we help publishers and platforms monetize their businesses. Our technology is where the world's leading brands find audiences across online video, connected television, display and native ads. Brand and enterprise customers choose us because of our innovative solutions, premium formats, and supportive experts dedicated to maximizing their performance.\nAs part of the Vista Equity Partners portfolio, we are NMSDC certified, qualify for diverse spending goals and are committed to economic inclusion. Find out how TripleLift raises up the programmatic ecosystem at triplelift.com.\nThe Team\nTriple Lift’s Finance team drives financial excellence for the company through timely reporting and decision support. They collaborate with teams across the organization optimizing resources and providing long-term value for both our employees and our investors.\nThe Role\nTriple Lift’s finance function is seeking an FP&A analyst that will drive financial excellence through timely reporting and decision support. The analyst will be responsible for supporting senior management in budgeting, forecasting, and analysis in areas of sales, revenue, and operating expenses.\nKey Responsibilities:\nAssist in the preparation of annual budgets, forecasts, and long-range financial plans.\nDevelop and maintain financial models for various business units and projects.\nAnalyze financial data to identify trends, variances, and opportunities for improvement.\nCollaborate with cross-functional teams to gather relevant information for financial analysis.\nMaintain monthly/quarterly forecasts.\nAssist in the preparation of monthly management reporting package.\nAssist in other areas within the Finance/Accounting group; allocation of expenses across the company, accruals, manage cost center structure, expense tracking, reclassifications.\nContinuously improve financial models, processes, and systems to enhance efficiency and accuracy.\nRequirements\n2+ Years of experience in financial analysis\nBachelor’s degree in accounting, Finance, or related field required.\nAdvanced in Microsoft Excel and Financial modeling\nUnderstanding of GAAP accounting and financial statements\nAbility to work and communicate effectively with all levels of management.\nHigh level of attention to detail, excellent organizational skills, and ability to prioritize demands and meet deadlines.\nNaturally curious and eager to learn.\nExperience with Adaptive or similar financial planning software preferred, but not required.\nExperience with Looker and PowerBI is a plus.\nLife at TripleLift\nAt TripleLift, we’re a team of great people who like who they work with and want to make everyone around them better. This means being positive, collaborative, and compassionate. We hustle harder than the competition and are continuously innovating.\nLearn more about TripleLift and our culture by visiting our LinkedIn Life page.\nEstablishing People, Culture and Community Initiatives\nAt TripleLift, we are committed to building a culture where people feel connected, supported, and empowered to do their best work. We invest in our people and foster a workplace that encourages curiosity, celebrates shared values, and promotes meaningful connections across teams and communities. We want to ensure the best talent of every background, viewpoint, and experience has an opportunity to be hired, belong, and develop at TripleLift. Through our People, Culture, and Community initiatives, we aim to create an environment where everyone can thrive and feel a true sense of belonging.\nPrivacy Policy\nPlease see our Privacy Policies on our TripleLift and 1plusX websites.\nTripleLift does not accept unsolicited resumes from any type of recruitment search firm. Any resume submitted in the absence of a signed agreement will become the property of TripleLift and no fee shall be due."}

Job is inserted: {'company': 'AVRL', 'title': 'Data Analyst', 'salary': None, 'location': 'Remote only • Everywhere', 'url': 'https://wellfound.com/jobs/3362032-data-analyst', 'source\_site': 'Wellfound', 'description': "AVRL is the leading automation provider in transportation.\nToday, AVRL powers 60% of the top 100 3PLs and working with many of the largest asset-based providers in the industry. We're not building slide decks, we’re building the most complex pricing automation in the market.\nWe’re looking for a Data Analyst who speaks R like a native and builds Power BI dashboards that actually move the needle. Someone who gets their hands dirty in real-world logistics problems and turns messy operational data into clarity, action, and impact.\nWhat You’ll Do:\nOwn the design and delivery of Power BI dashboards for both internal maket intelligence teams and external customers\nWork alongside our pricing, product, and engineering teams to uncover insights in massive transportation datasets\nWrite complex, efficient R scripts for data cleaning, modeling, and statistical analysis\nHelp customers and partners understand the performance, impact, and ROI of AVRL’s automation\nContribute to ongoing product improvement by analyzing how bots behave in live environments\nWhat We’re Looking For:\n2+ years experience in data analytics, preferably in transportation, logistics, or SaaS\nAdvanced proficiency in R (data manipulation, visualization, modeling)\nDeep experience in Power BI—you know how to make reports that don’t just look good, but tell a clear story\nSolid understanding of databases, ETL pipelines, and API-based data flows\nStrong communicator who can explain complex ideas to both technical and non-technical audiences\nSelf-starter mindset—we’re a high-speed, high-trust team\nWhy AVRL?\nIndustry-defining work at the bleeding edge of automation\nReal responsibility, no corporate babysitting\nSmart, gritty team with zero tolerance for bureaucracy\nCompetitive salary, equity, and benefits"}

Job is inserted: {'company': 'Platform Science', 'title': 'Sr. Data Analyst', 'salary': '$83k – $150k', 'location': 'Remote • San Diego', 'url': 'https://wellfound.com/jobs/3183658-sr-data-analyst', 'source\_site': 'Wellfound', 'description': "Who We Are\nAt Platform Science, we’re working to connect everything that moves.\nFounded in 2015, we are an open IoT platform that partners with innovative fleets, application developers, vehicle manufacturers, and equipment providers in the transportation industry to deliver revolutionary solutions to supply chain professionals across the globe.\nOur employees are an engaging, diverse group of people who believe in the power of great ideas. We hire people with different experiences and perspectives to build a company culture that fuels growth through innovation.\nWe value thoughtful actions and empathy for others. We approach challenges with resiliency and creativity, while encouraging transparency because, no matter our backgrounds or responsibilities, we are one team.\nAbout the Role\nThe Senior Data Analyst is responsible for processing large amounts of raw information into strategic insights for consumption by our Product, Engineering, and Leadership teams. The Senior Data Analyst is the face of the Data Team to other parts of the company. This role is highly analytical, utilizes strong SQL skills, and is proficient at creating and presenting visualizations. This role is a company wide advocate and resource for data informed decision making. They help to mentor and grow the data team both in terms of technical skills and process improvements.\nEssential Responsibilities\nLeverage our modern data stack (dbt, Snowflake, Looker) in order to identify, analyze, and interpret trends or patterns in complex data sets to enable business-critical decisions\nWork closely with our product and engineering teams to define, build, and analyze meaningful KPIs for our applications and systems\nApply your expertise in quantitative analysis, data visualization and data-mining to create data alerts and derive actionable insights\nFilter, clean, and transform data from a variety of sources in order to enable analysis\nWork with management to prioritize business and information needs\nLocate and define new process improvement opportunities within the data team\nEducation and Experience\n5+ years of experience as a Data Analyst\n3+ years of experience with reporting and visualization tools such as Looker, Tableau, Domo, etc\nExperience with Data Build Tool (dbt) Required\nAdvanced SQL skills including multiple-table joins, unions, sub-queries, CTE, aggregations, temporary tables, and analytical functions\nTechnical expertise regarding all things data, including: mining, modeling, transforming, cleansing, and validating\nAbility to take vague requests and transform them into concise deliverables\nStrong analytical skills with the ability to collect, organize, analyze, and disseminate significant amounts of information with attention to detail and accuracy\nExcellent communication skills, both verbal and written\nBS in Mathematics, Economics, Computer Science, Information Management, Statistics or equivalent experience\nGreat to have\nIntermediate to advanced knowledge of Python\nExpertise with Looker\nExperience with embedded analytics solutions\nAdvanced knowledge of statistics and experience using statistical packages for analyzing datasets (Python, numpy, pandas, R, Excel, etc.)\nPlatform Science Benefits Highlights\nThe company offers various benefits to regular, full-time employees including:\nMedical, dental, and vision insurance\nShort-term and long-term disability insurances\nAD&D and life insurance\n401k plan\nPaid vacation, sick leave and holidays\nSix weeks of paid parental leave\nFor more information please see the Benefits Highlights brochure for regular, full-time employees.\nIn addition, you can access the Benefit Highlights brochure for regular, full-time employees by copying and pasting the link into your browser: https://www.platformscience.com/benefits.\nThis is an exempt role. Our job titles for each posting may span across more than one job level. The estimated base salary for this role is between $115,000 and $185,000. The range displayed on each job posting reflects the minimum and maximum target range for new hire base salaries across all US locations. Compensation packages are based on many factors unique to each candidate, including but not limited to skill set, work experience, relevant trainings and certifications, business needs, market demands and specific geographical location. The base pay range is subject to change and may be modified in the future. This role may also be eligible for bonus, equity, and benefits.\nPlease note that the compensation details listed in US role postings reflect the base salary only, and do not include bonus, equity, or benefits.\nPlatform Science collects your personal information to support its business operations, including for human resources, employment, benefits administration, health and safety, and other business-related purposes as well as to be in legal compliance. You can review further details of such collection and use in our Privacy Policy (link for browser: https://www.platformscience.com/privacy-notice))).\nQualified applications with arrest or conviction records will be considered for employment in accordance with the Los Angeles County Fair Chance Ordinance for Employers and the California Fair Chance Act.\nAt this time we only consider candidates in these states: AL, AR, AZ, CA, CO, FL, GA, ID, IL, KY, MA, MD, MI, MN, MO, NC, NH, NV, NY, OH, OK, OR, PA, SC, TN, TX, UT, VA, WA, and WI. In the future we plan to add more states.\nBeware job scams! Our recruiters use @platformscience.com emails only. We don’t interview via text/message. We don't ask for software downloads (except Zoom) or sensitive info (like SSN/bank). Suspect fraud? Report it to law enforcement & peopleops@platformscience.com."}

Job is inserted: {'company': 'Platform Science', 'title': 'Data Analyst', 'salary': '$83k – $150k', 'location': 'Remote • San Diego', 'url': 'https://wellfound.com/jobs/3093448-data-analyst', 'source\_site': 'Wellfound', 'description': "Who We Are\nAt Platform Science, we’re working to connect everything that moves.\nFounded in 2015, we are an open IoT platform that partners with innovative fleets, application developers, vehicle manufacturers, and equipment providers in the transportation industry to deliver revolutionary solutions to supply chain professionals across the globe.\nOur employees are an engaging, diverse group of people who believe in the power of great ideas. We hire people with different experiences and perspectives to build a company culture that fuels growth through innovation.\nWe value thoughtful actions and empathy for others. We approach challenges with resiliency and creativity, while encouraging transparency because, no matter our backgrounds or responsibilities, we are one team.\nAbout the Role\nThe Data Analyst is responsible for processing large amounts of raw information into strategic insights for consumption by our Product, Engineering, and Leadership teams. As a Data Analyst, this role will be the face of the Data Team to other parts of the company. This role is highly analytical, utilizes strong SQL skills, and is proficient at creating and presenting visualizations. This role is a company wide advocate and resource for data informed decision making. They will help to mentor and grow the data team both in terms of technical skills and process improvements.\nEssential Responsibilities\nLeverage our modern data stack (dbt, Snowflake, Looker) in order to identify, analyze, and interpret trends or patterns in complex data sets to enable business-critical decisions\nWork closely with our product and engineering teams to define, build, and analyze meaningful KPIs for our applications and systems\nApply your expertise in quantitative analysis, data visualization and data-mining to create data alerts and derive actionable insights\nFilter, clean, and transform data from a variety of sources in order to enable analysis\nWork with management to prioritize business and information needs\nLocate and define new process improvement opportunities\nEducation and Experience\n3+ years of experience as a Data Analyst\n2+ years of experience with reporting and visualization tools such as Looker, Tableau, Domo, etc\nAdvanced SQL skills including multiple-table joins, unions, sub-queries, CTE, aggregations, temporary tables, and analytical functions\nTechnical expertise regarding all things data, including: mining, modeling, transforming, cleansing, and validating\nAbility to take vague requests and transform them into concise deliverables\nStrong analytical skills with the ability to collect, organize, analyze, and disseminate significant amounts of information with attention to detail and accuracy\nExcellent communication skills, both verbal and written\nBS in Mathematics, Economics, Computer Science, Information Management, Statistics or equivalent experience\nGreat to have:\n- Intermediate to advanced knowledge of Python\nExpertise with Looker\nExperience with Data Build Tool (dbt)\nExperience with embedded analytics solutions\nAdvanced knowledge of statistics and experience using statistical packages for analyzing datasets (Python, numpy, pandas, R, Excel, etc.)\nPlatform Science Benefits Highlights\nThe company offers various benefits to regular, full-time employees including:\nMedical, dental, and vision insurance\nShort-term and long-term disability insurances\nAD&D and life insurance\n401k plan\nPaid vacation, sick leave and holidays\nSix weeks of paid parental leave\nFor more information please see the Benefits Highlights brochure for regular, full-time employees.\nThis is an exempt role. Our job titles for each posting may span across more than one job level. The estimated base salary for this role is between $82,500 and $149,731. The range displayed on each job posting reflects the minimum and maximum target range for new hire base salaries across all US locations. Compensation packages are based on many factors unique to each candidate, including but not limited to skill set, work experience, relevant trainings and certifications, business needs, market demands and specific geographical location. The base pay range is subject to change and may be modified in the future. This role may also be eligible for bonus, equity, and benefits.\nPlease note that the compensation details listed in US role postings reflect the base salary only, and do not include bonus, equity, or benefits.\nPlatform Science collects your personal information to support its business operations, including for human resources, employment, benefits administration, health and safety, and other business-related purposes as well as to be in legal compliance. You can review further details of such collection and use in our Privacy Policy (link for browser: https://www.platformscience.com/privacy-notice\nQualified applications with arrest or conviction records will be considered for employment in accordance with the Los Angeles County Fair Chance Ordinance for Employers and the California Fair Chance Act.\nAt this time we only consider candidates in these states: AL, AR, AZ, CA, CO, FL, GA, ID, IL, KY, MA, MD, MI, MN, MO, NC, NH, NV, NY, OH, OK, OR, PA, SC, TN, TX, UT, VA, WA, and WI. In the future we plan to add more states.\nBeware job scams! Our recruiters use @platformscience.com emails only. We don’t interview via text/message. We don't ask for software downloads (except Zoom) or sensitive info (like SSN/bank). Suspect fraud? Report it to law enforcement & peopleops@platformscience.com."}

Job is inserted: {'company': 'Pontera', 'title': 'Senior Data Analyst', 'salary': '$110k – $140k', 'location': 'Onsite or remote • New York\n+1', 'url': 'https://wellfound.com/jobs/3371298-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'DESCRIPTION\nWe are seeking a highly skilled Senior Data Analyst to join our growing team. As a Senior Data Analyst, you will play a pivotal role in driving data-driven decision-making across the organization. You will work closely with cross-functional teams to uncover insights, optimize business processes, and support strategic initiatives. This role offers the opportunity to make a significant impact in a fast-paced, high-growth environment while working on meaningful challenges that directly impact our mission.\nAt Pontera, we leverage a modern data stack that includes Snowflake, DBT, and Tableau to enable seamless data analysis and visualization.\nRESPONSIBILITIES\nCollaborate with stakeholders across teams (e.g., Product, Sales, Marketing) to identify analytical needs and deliver actionable insights.\nPerform deep-dive analyses on complex datasets to uncover trends, identify opportunities, and solve business problems.\nDevelop, implement, and maintain dashboards and reports to track key performance indicators (KPIs) and measure business outcomes.\nSupport decision-making by providing clear, concise, and impactful data presentations to leadership and other stakeholders.\nPartner with Data Engineering to ensure the accuracy, reliability, and scalability of data pipelines and reporting tools.\nProactively identify areas for improvement in processes, tools, and data quality, and recommend solutions.\nREQUIREMENTS\nExperience: 5+ years of experience in a data analytics role in the tech industry, with a proven track record of driving business impact.\nTechnical Skills: Proficiency in SQL and experience with data visualization tools (e.g., Tableau, Power BI, Looker).\nAnalytical Expertise: Strong analytical and problem-solving skills, with the ability to interpret complex data and translate it into actionable insights.\nBusiness Acumen: Experience working in FinTech, SaaS, or a high-growth startup environment is a plus.\nCommunication: Excellent written and verbal communication skills, with the ability to effectively present findings to both technical and non-technical audiences.\nCollaboration: Strong interpersonal skills and the ability to work collaboratively across teams and levels of seniority.\nNice to have:\nExperience working with GTM teams, with an emphasis of Sales and CS\nFamiliarity with Python, R, or similar scripting languages is a plus.\nSpecific Tableau experience\nWHAT WE OFFER\nCompensation: $150,000 to $180,000 annually\nOpportunity: Have a major impact at a fast-growing startup that is revolutionizing the FinTech industry\nTeam Culture: A collegial, collaborative, fun work environment with frequent team events\nEquity: All new hires are eligible for equity grant participation\nHealthcare: Comprehensive & affordable insurance benefits with a variety of plan options\nRetirement: 401(k) with employer match & employer-sponsored access to a retirement advisor\nFamily Benefits: Paid parental leave & reimbursement program for family planning services (such as fertility treatments, adoption, or surrogacy\nProfessional Development: Sponsored learning & development program (to cover classes, certifications, and more!)\nFood Perks: Fully stocked kitchen & lunch reimbursement program\nWork Flexibility: A hybrid office work model (In-Office Tues/Weds/Thurs and WFH Mon/Fri) & generous PTO day\nPontera is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law.'}

Job is inserted: {'company': 'Pontera', 'title': 'Senior Revenue Operations Analyst', 'salary': '$110k – $140k', 'location': 'Onsite or remote • New York\n+1', 'url': 'https://wellfound.com/jobs/3348927-senior-revenue-operations-analyst', 'source\_site': 'Wellfound', 'description': "DESCRIPTION\nThis pivotal role within our Revenue Operations department is dedicated to operating and optimizing Pontera's Post-Sale motion. You'll be one of the primary points of contact for Post-Sale GTM teams, designing and launching solutions and processes that directly contribute to revenue growth and operational efficiency. You'll also collaborate cross-functionally to drive key initiatives related to the post-sale customer journey. This is a great opportunity to be a part of a great team, and make an impact on Pontera’s growth!\nRESPONSIBILITIES\nGTM Post-Sale Support - Execute operational initiatives on the Post-Sales function and accordingly provide them ongoing support. As part of this responsibility, generate and analyze different performance reports using Salesforce and Pontera’s data platforms.\nProcess Optimization: Collaborate with Pontera's Post-Sale and revenue leaders to design and implement efficient operational processes, ensuring successful adoption and measurable impact. This includes building capacity and funnel models to support planning and scenario evaluations.\nData-Driven Insights & Cross-Functional Collaboration: Proactively leverage available reporting tools to deliver data-based insights that enhance our GTM and Revenue Operations partners' understanding of Pontera's business performance. Partner with Marketing, Data, Product, Finance, and other teams across the organization to achieve company goals and advance business initiatives.\nAd-Hoc Projects: Support GTM teams with special projects including board reporting, forecasting, onboarding new systems, and other exciting initiatives.\nREQUIREMENTS\n2-4 years of experience in revenue operations, sales operations, business operations or similar; preferably at a Fintech or SaaS company\nMaterial experience using Salesforce CRM and reporting functionality (Salesforce administration certificate is a plus)\nAdvanced spreadsheet and modeling skills and ability to draw insights\nStrong attention to detail\nExcellent communication and cross-functional collaboration skills across GTM, technical, creative, and operational teams.\nStrong problem solving skills and collaborative approach to solutioning\nSelf-motivated and able to run with projects autonomously with minimal oversight\nExperience with executive-level reporting and presentations is a plus\nFamiliarity with Tech-Stack tools such as Marketo, lead routing tools, Gong, Tableau, etc. is a plus\nFamiliarity with data enrichment tools (Discovery data, Zoominfo, etc.) is a plus\nFamiliarity with wealth management industry is a plus\nWHAT WE OFFER\nCompensation: Annual Base Salary of $110,000-$140,000\nOpportunity: Have a major impact at a fast-growing startup that is revolutionizing the FinTech industry\nTeam Culture: A collegial, collaborative, fun work environment with frequent team events\nEquity: All new hires are eligible for equity grant participation\nHealthcare: Comprehensive & affordable insurance benefits with a variety of plan options\nRetirement: 401(k) with employer match & employer-sponsored access to a retirement advisor\nFamily Benefits: Paid parental leave & reimbursement program for family planning services (such as fertility treatments, adoption, or surrogacy\nProfessional Development: Sponsored learning & development program (to cover classes, certifications, and more!)\nFood Perks: Fully stocked kitchen & lunch reimbursement program\nWork Flexibility: A hybrid office work model (In-Office Tues/Weds/Thurs and WFH Mon/Fri) & generous PTO day\nPontera is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law."}

Job is inserted: {'company': 'Rounds', 'title': 'Data Analyst', 'salary': None, 'location': 'Remote only • Europe\n+1', 'url': 'https://wellfound.com/jobs/3373349-data-analyst', 'source\_site': 'Wellfound', 'description': "Data Analyst\n[Full-time, Remote, Freelancer]\nSNEAK PEEK\n⇨ Location: 100% remote, GMT+0/+4\n⇨ Interview process: HR interview ⇨ technical discussion ⇨ take-home challenge ⇨ final interview\n⇨ Contact: For questions please reach out to: hr@rounds.com\nWHO ARE WE?\nAt Rounds, we believe in harnessing the power of cutting-edge technology to drive business success. Our transformative, machine-learning technology identifies and optimizes mobile assets, while our team of experts, with their unparalleled human capital and business acumen, provides the strategic direction and support to turn mobile assets into profitable businesses. Together, we are revolutionizing the mobile industry. You can find out more info about us and our values here: www.rounds.com.\nTHE ROLE\nWe are looking for a driven Data Analyst to join our team. In this role, you will have the ability to look at the company's data from a bird's eye point of view, while at the same time getting your hands on with data and drilling down analysis. Your main responsibility will be to provide a visual analysis of the ongoing key performance indicators and to deliver meaningful insights out of it.\nWHAT ARE WE LOOKING FOR?\n3+ years of experience in a similar role\nExcellent hands-on SQL skills\nExpertise in a data visualization tool (Tableau, Data Studio)\nExcellent analytical and problem-solving skills, combined with a broad and comprehensive business vision\nFluent/advanced communication skills in both written and verbal English\nNice to have- experience with DBT and OpenMetadata\nHOW DO WE WORK?\nWe are a distributed team of more than 150 people, all working remotely and communicating partially synchronously (we usually overlap with our team for 4 hours daily and are free to work on some of the tasks whenever it suits us best). We value open communication, proactivity and work/life balance and we measure our freelancers on performance, rather than on the time spent on the job.\nWHAT’S IN IT FOR YOU?\n100% remote work\nFlexible full-time working hours\nA competitive pay\nThe opportunity to grow together with the company & take ownership from day 1\nINTERESTED?\nOur recruitment process consists of the following steps:\nHR interview: 45 min.\nTechnical discussion: 60 min.\nTake-home challenge: around 2 - 2.5 hours of work\nFinal interview with the hiring manager and VP R&D: 30 min.\nGet in touch at hr@rounds.com. We’d love to hear from you!"}

Job is inserted: {'company': 'hipages', 'title': 'Senior Data Analyst - CRM', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3362408-senior-data-analyst-crm', 'source\_site': 'Wellfound', 'description': "We’re hipages - Australia’s #1 digital platform connecting homeowners with trusted tradies. As an ASX-listed tech company, we're on a mission to transform the trade industry and improve lives.\nWith teams across Australia, New Zealand, the Philippines and Vietnam, we work as one team with a shared purpose.\nWe’re proud to be a certified Great Place to Work and WORK180’s #1 Employer for Women. At hipages, you’ll find real impact, career growth and a workplace where everyone belongs.\nAbout the role:\nYou will be supporting the organisation through data-driven insights. You will work closely within the collaborative data team to support and deliver immense value to the business.\nYou will be influential in supporting the hipages marketplace as we continue to evolve and apply your experience to find the best experience for our customers. But most importantly, you’ll be joining a top-notch data team with experience and skills across all facets of data from engineering to machine learning.\nWhy join our Data Analytics team?\nHybrid working model - 50% work from home\nIn-house Talent Development team to prioritise personal and career growth\nCompetitive salary, benefits and perks, plus equity via our Employee Share Program\nCross-functional collaboration\nHands-on learning opportunities and workshops for continuous upskilling\nHow you will add value:\nDevelop a framework to present insights to the business and advise on potential enhancements to the product.\nAnalysing data, trends, and results, as well as translating into business impact for stakeholders.\nDrive / Analyse acquisition funnel to uncover insights and opportunities that drive jobs and tradie growth.\nSupport the teams with data to help inform use-cases and requirements.\nContribute to growing our user base by supporting segmentation strategies to build a customised consumer experience.\nFacilitate, orchestrate and measure the effectiveness of feature experiments\nAbout you:\nData analytics experience for an e-commerce or technology company\nExperience working with enterprise data warehouses\nPassionate about all things data, and ability to digest complex data and storytelling\nOrganise data findings and synthesise them with business results to form high-level business recommendations\nCommunication skills with effective stakeholder management & conflict resolution skills\nAn advanced level of SQL or equivalent\nStrong working knowledge of BI tools (i.e. Tableau, PowerBI, Looker, etc)\nLife at hipages:\nWe’re more than just a workplace - we’re a place where you can be yourself, do great work and grow your career. Recognised as a Great Place to Work, our inclusive, supportive culture helps people thrive.\nYou’ll use the best tools and tech, with real impact on our products and customers. We invest in your development and lead with coaching, not micromanagement – it’s why 85% of our team say their leader is great.\nAnd there’s more:\nDiverse, collaborative teams that love solving problems\nAgile squads, hackathons, off-sites and roadshows\nExtra leave for birthdays, volunteering, and more\nHealthy snacks, continental breakfast and fresh fruit\nSydney CBD office near Town Hall and Gadigal Stations\nTailored growth support, mentoring and stretch projects\nA vibrant social scene - we work hard and have fun doing it\nWe prioritise Diversity:\nAt hipages, innovation and collaboration thrive in diverse and inclusive teams. We don’t expect you to know everything - we care more about who you are as a person, a team member, and a leader.\nWe’re proud to be endorsed by WORK180 for supporting women’s careers and we value diversity across culture, age, gender identity and sexual orientation.\nResearch shows that men often apply when they meet just 60% of the criteria, while women and minority groups wait until they tick every box. If you think you’d be a great fit - even if you don’t meet every requirement- we’d love to hear from you.\nWe’re also a Circle Back Initiative Employer, which means we commit to responding to every applicant.\n#LI-JL1 #LI-Hybrid"}

Job is inserted: {'company': 'hipages', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3361609-data-analyst', 'source\_site': 'Wellfound', 'description': "We’re hipages - Australia’s #1 digital platform connecting homeowners with trusted tradies. As an ASX-listed tech company, we're on a mission to transform the trade industry and improve lives.\nWith teams across Australia, New Zealand, the Philippines and Vietnam, we work as one team with a shared purpose.\nWe’re proud to be a certified Great Place to Work and WORK180’s #1 Employer for Women. At hipages, you’ll find real impact, career growth and a workplace where everyone belongs.\nAbout the role:\nYou will be supporting the organisation through data-driven insights. You will work closely within the data team to support and deliver value to hipages, both in the development and execution of hipages commercial strategy.\nYou will be inluential in supporting the hipages marketplace as we continue to evolve and apply your experience to find the best experience for our customers. But most importantly, you’ll be joining a collaborative data team with experience and skills across all facets of data from engineering to data science.\nYou’ll work as part of a dynamic team, supporting the company with reporting, insights and analytics capabilities across various projects and disciplines from channel performance to segmentation and reporting.\nWhy join our Data Analytics team?\nHybrid working model - 50% work from home\nIn-house Talent Development team to prioritise personal and career growth\nCompetitive salary, benefits and perks\nCross-functional collaboration\nHands-on learning opportunities and workshops for continuous upskilling\nHow you will add value:\nIdentify, analyse, and interpret trends and patterns in structured data\nBe able to translate findings in an evidence-based way to peers & wider business\nPerform ad-hoc data mining and exploratory data analysis with small to medium-sized datasets\nIdentify and apply appropriate statistical methods to draw actionable insights\nWork alongside your team to understand and interpret the data needs of the organisation\nContribute to the planning and design of data initiatives\nAbout you:\nData analytics experience for an e-commerce or technology company\nIntermediate level of SQL or equivalent\nPassionate about all things data, and the ability to digest complex data and storytelling\nOrganise data findings and synthesise them with business results to form high-level business recommendations\nCommunication skills with effective stakeholder management & conflict resolution skills\nLife at hipages:\nWe’re more than just a workplace - we’re a place where you can be yourself, do great work and grow your career. Recognised as a Great Place to Work, our inclusive, supportive culture helps people thrive.\nYou’ll use the best tools and tech, with real impact on our products and customers. We invest in your development and lead with coaching, not micromanagement – it’s why 85% of our team say their leader is great.\nAnd there’s more:\nDiverse, collaborative teams that love solving problems\nAgile squads, hackathons, off-sites and roadshows\nExtra leave for birthdays, volunteering, and more\nHealthy snacks, continental breakfast and fresh fruit\nSydney CBD office near Town Hall and Gadigal Stations\nTailored growth support, mentoring and stretch projects\nA vibrant social scene - we work hard and have fun doing it\nWe prioritise Diversity:\nAt hipages, innovation and collaboration thrive in diverse and inclusive teams. We don’t expect you to know everything - we care more about who you are as a person, a team member, and a leader.\nWe’re proud to be endorsed by WORK180 for supporting women’s careers and we value diversity across culture, age, gender identity and sexual orientation.\nResearch shows that men often apply when they meet just 60% of the criteria, while women and minority groups wait until they tick every box. If you think you’d be a great fit - even if you don’t meet every requirement- we’d love to hear from you.\nWe’re also a Circle Back Initiative Employer, which means we commit to responding to every applicant.\n#LI-JL1 #LI-Hybrid"}

Job is inserted: {'company': 'Lyft', 'title': 'Data Analyst', 'salary': '$99k – $124k', 'location': None, 'url': 'https://wellfound.com/jobs/3363723-data-analyst', 'source\_site': 'Wellfound', 'description': "At Lyft, our purpose is to serve and connect. We aim to achieve this by cultivating a work environment where all team members belong and have the opportunity to thrive.\nData and analytics are at the heart of Lyft's products and decision-making. As a member of the Lyft Urban Solutions team, you will play a key role in shaping the future of bikeshare by leveraging data to improve the performance of our bikeshare and scooter markets across America, especially focusing on tracking, diagnosing and mitigating theft & loss trends. A successful candidate thrives in a dynamic and collaborative environment, has a natural curiosity, and isn’t afraid to dive deep.\nIn this role, you will collaborate closely with operations, hardware, software, customer support and finance teams to identify opportunities and gaps in performance. You will work in a fast-paced environment where your analytical insights directly impact strategic decisions around hardware product development, staffing, and product changes, ultimately driving better performance and long-term investments in micromobility infrastructure.\nWe’re looking for a passionate and driven Data Analyst to tackle some of the most complex and impactful challenges in micromobility. If you’re excited about shaping the future of urban mobility through data, we’d love to hear from you.\nResponsibilities:\nPartner with Product, Engineering, Data Science & Analytics, Operations, Finance and other cross-functional stakeholders on initiatives to improve operational performance and reduce asset loss\nDevelop frameworks and scalable processes to streamline reporting, drive decision-making and prioritization\nForecast operational requirements needed to maintain high service levels and meet contractual and financial targets\nWork with local markets to deliver ongoing support and deep dive analyses on performance; monitor and diagnose performance and present findings to key stakeholders\nCollaborate with cross-functional teammates to tackle complex problems including: theft & loss, asset tracking, Stations\nExperience:\n3+ years experience in a consulting, analytics/business intelligence, or related field\nBachelor's Degree or equivalent relevant professional experience\nHighly skilled in SQL and quantitative analysis, you can deep dive into large amounts of data, draw meaningful insights, dissect business issues and draw actionable conclusions\nAbility to develop scalable approaches and produce data visualizations to drive business insights and provide tangible solutions; experience building dashboards for performance analysis is a plus\nExtreme comfort working with ambiguity. Ability to translate unclear issues or unstructured problems into clearly defined requirements with minimal oversight\nStrong interpersonal skills, with the ability to build relationships, trust and influence with cross-functional partners\nGreat communication (listening, written, and oral) skills with the ability to present findings & recommendations targeted to the audience in question\nStrong attention to detail, structured thinking and experiences developing processes to reduce human error\nAdept at contextualizing real world operations into analytical problem solving\nPassionate about sustainable mobility and active transportation\nBenefits:\nGreat medical, dental, and vision insurance options with additional programs available when enrolled\nMental health benefits\nFamily building benefits\nChild care and pet benefits\n401(k) plan to help save for your future\nIn addition to 12 observed holidays, salaried team members have discretionary paid time off, hourly team members have 15 days paid time off\n18 weeks of paid parental leave. Biological, adoptive, and foster parents are all eligible\nSubsidized commuter benefits\nLyft Pink - Lyft team members get an exclusive opportunity to test new benefits of our Ridership Program\nLyft is an equal opportunity employer committed to an inclusive workplace that fosters belonging. All qualified applicants will receive consideration for employment without regards to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, age, genetic information, or any other basis prohibited by law. We also consider qualified applicants with criminal histories consistent with applicable federal, state and local law.\nLyft highly values having employees working in-office to foster a collaborative work environment and company culture. This role will be in-office on a hybrid schedule — Team Members will be expected to work in the office 3 days per week on Mondays, Wednesdays, and Thursdays. Lyft considers working in the office at least 3 days per week to be an essential function of this hybrid role. Your recruiter can share more information about the various in-office perks Lyft offers. Additionally, hybrid roles have the flexibility to work from anywhere for up to 4 weeks per year. #Hybrid\nThe expected base pay range for this position in the New York City area is $90,000 - $112,000. Salary ranges are dependent on a variety of factors, including qualifications, experience and geographic location. Range is not inclusive of potential equity offering, bonus or benefits. Your recruiter can share more information about the salary range specific to your working location and other factors during the hiring process.\nTotal compensation is dependent on a variety of factors, including qualifications, experience, and geographic location. Your recruiter can share more information about the salary range specific to your working location and other factors during the hiring process."}

Job is inserted: {'company': 'Lyft', 'title': 'Data Analyst, Metrics', 'salary': '$99k – $124k', 'location': None, 'url': 'https://wellfound.com/jobs/3327703-data-analyst-metrics', 'source\_site': 'Wellfound', 'description': "At Lyft, our purpose is to serve and connect. We aim to achieve this by cultivating a work environment where all team members belong and have the opportunity to thrive.\nThe Metrics team at Lyft plays a crucial role in defining key business metrics used in decision-making. We develop and manage tools and dashboards that provide easy access to this information to a wide range of stakeholders. Our work includes delivering analyses and tools to support partner product teams and Finance in developing and standardizing a data portfolio that strengthens our operational efficiency.\nWe are seeking a data analyst to enhance our team's capability to leverage data for optimal business decisions. The ideal candidate will utilize data analysis and competitive intelligence to create resources that significantly influence growth strategy, while getting substantial exposure to executive leadership.\nResponsibilities:\nAnalyze datasets to extract actionable insights and trends related to key business metrics\nTake ownership of specific business metrics, ensuring their accuracy, integrity, consistency, and relevance to business goals\nDesign, develop, and maintain dashboards and reports to visualize key business metrics for stakeholders\nWork closely with cross-functional teams, including product, engineering, and finance, to understand and address data needs\nProvide strategic insights and recommendations to support decision-making\nContinuously seek opportunities to improve data processes and analytical methodologies\nCommunicate findings and insights to stakeholders in a clear and concise manner\nExperience:\n2+ years experience in management consulting, strategic data science/analytics roles in a technology company, or an equivalent analytical role in a high growth startup\nDemonstrated data analysis and problem-solving skills\nExperience in leading high visibility projects and influencing others in a cross-functional team environment\nEntrepreneurial self-starter - you naturally take ownership, look for opportunities, and do whatever it takes to drive results\nAbility to build relationships with cross-functional stakeholders and drive shared outcomes\nWorks effectively in a fast paced environment requiring new perspectives and creative approaches, and with multiple competing deadlines\nA drive to understand the core issues along with the determination to uncover the solution\nSkills:\nAbility to independently break down large datasets and synthesize inputs from multiple sources\nAbility to use data visualization tools to provide actionable insights and reusable frameworks\nExcellent organization, planning skills, and attention to detail\nAdvanced analytical and problem solving skills\nProficiency in SQL - able to write structured and efficient queries on large data sets\nBenefits:\nExtended health and dental coverage options, along with life insurance and disability benefits\nMental health benefits\nFamily building benefits\nChild care and pet benefits\nAccess to a Lyft funded Health Care Savings Account\nRRSP plan to help save for your future\nIn addition to provincial observed holidays, salaried team members are covered under Lyft's flexible paid time off policy. The policy allows team members to take off as much time as they need (with manager approval). Hourly team members get 15 days paid time off, with an additional day for each year of service\nLyft is proud to support new parents with 18 weeks of paid time off, designed as a top-up plan to complement provincial programs. Biological, adoptive, and foster parents are all eligible.\nSubsidized commuter benefits\nLyft is committed to creating an inclusive workforce that fosters belonging. Lyft believes that every person has a right to equal employment opportunities without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, disability, pardoned record of offences, or any other basis protected by applicable law or by Company policy. Lyft also strives for a healthy and safe workplace and strictly prohibits harassment of any kind. Accommodation for persons with disabilities will be provided upon request in accordance with applicable law during the application and hiring process. Please contact your recruiter if you wish to make such a request.\nLyft highly values having employees working in-office to foster a collaborative work environment and company culture. This role will be in-office on a hybrid schedule — Team Members will be expected to work in the office at least 3 days per week, including on Mondays, Wednesdays, and Thursdays. Lyft considers working in the office at least 3 days per week to be an essential function of this hybrid role. Your recruiter can share more information about the various in-office perks Lyft offers. Additionally, hybrid roles have the flexibility to work from anywhere for up to 4 weeks per year. #Hybrid\nThe expected base pay range for this position in the Toronto area is CAD 83,800 - CAD $104,750. Salary ranges are dependent on a variety of factors, including qualifications, experience and geographic location. Range is not inclusive of potential equity offering, bonus or benefits. Your recruiter can share more information about the salary range specific to your working location and other factors during the hiring process."}

Job is inserted: {'company': 'Lyft', 'title': 'Actuarial Analyst', 'salary': '$99k – $124k', 'location': None, 'url': 'https://wellfound.com/jobs/3339450-actuarial-analyst', 'source\_site': 'Wellfound', 'description': 'At Lyft, our purpose is to serve and connect. We aim to achieve this by cultivating a work environment where all team members belong and have the opportunity to thrive.\nAt Lyft, actuaries are more than risk modelers, they are trusted business advisors, with a key voice in our most important decisions. We partner with many groups across the organization to work on core products. Get ready to deploy your actuarial skills in innovative ways and team up with Engineering, Data Science, Operations, Finance, Legal, and Public Policy to solve complex pricing challenges. Our insurance solutions are evolving and the team is growing. We can’t wait to meet you!\nResponsibilities:\nAssist in developing robust ETL pipelines and maintaining complete and accurate actuarial data for analysis.\nDesign and build data monitoring dashboards to drive data insights\nCollaborate with cross-functional teams on modeling / reserving / pricing projects\nContribute to the process changes to promote prompt and accurate data to cross-functional teams\nSupport the financial reporting process by providing key actuarial inputs and analysis Support competitive analysis by researching financial statements, insurance company filing (e.g. schedule P) and other industry papers\nCollaborate with cross-functional teams to ensure timely completion of tasks\nTake ownership of the tasks assigned and drive insightful analysis\nExperience:\nBachelor or equivalent degree in Actuarial Science, Math, Statistics, Economics, or similar\n1-2 years of relevant internships, or entry-level experience in P&C actuarial field (flexible scheduling during exam preparation and continuing education support for FCAS; we want to be part of your career development!)\nPersonal or commercial auto insurance experience required\nVery Strong SQL; experience with ETL and R/Python and an interest in coding/automation is preferred\nWorking knowledge with Github\nExperience or knowledge in reserving / pricing is a plus\nExperience with competitive analysis / financial statement analysis a plus\nGreat communication and presentation skills\nStrong organization and time management skills\nBalance attention to detail with fast-pace Lyft environment\nPassionate about actuarial science and eager to learn and grow\nHighly innovative\nBenefits:\nGreat medical, dental, and vision insurance options with additional programs available when enrolled\nMental health benefits\nFamily building benefits\nChild care and pet benefits\n401(k) plan to help save for your future\nIn addition to 12 observed holidays, salaried team members have discretionary paid time off, hourly team members have 15 days paid time off\n18 weeks of paid parental leave. Biological, adoptive, and foster parents are all eligible\nSubsidized commuter benefits\nLyft Pink - Lyft team members get an exclusive opportunity to test new benefits of our Ridership Program\nLyft is an equal opportunity employer committed to an inclusive workplace that fosters belonging. All qualified applicants will receive consideration for employment without regards to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, age, genetic information, or any other basis prohibited by law. We also consider qualified applicants with criminal histories consistent with applicable federal, state and local law.\nLyft highly values having employees working in-office to foster a collaborative work environment and company culture. This role will be in-office on a hybrid schedule — Team Members will be expected to work in the office 3 days per week on Mondays, Wednesdays, and Thursdays. Lyft considers working in the office at least 3 days per week to be an essential function of this hybrid role. Your recruiter can share more information about the various in-office perks Lyft offers. Additionally, hybrid roles have the flexibility to work from anywhere for up to 4 weeks per year. #Hybrid\nThe expected base pay range for this position in the Seattle area is $99,360 - $124,200. Salary ranges are dependent on a variety of factors, including qualifications, experience and geographic location. Range is not inclusive of potential equity offering, bonus or benefits. Your recruiter can share more information about the salary range specific to your working location and other factors during the hiring process.\nTotal compensation is dependent on a variety of factors, including qualifications, experience, and geographic location. Your recruiter can share more information about the salary range specific to your working location and other factors during the hiring process.'}

Job is inserted: {'company': 'GitLab', 'title': 'Sales Commissions Analyst', 'salary': '$70k – $105k', 'location': 'Remote • North America', 'url': 'https://wellfound.com/jobs/3364719-sales-commissions-analyst', 'source\_site': 'Wellfound', 'description': "GitLab is an open-core software company that develops the most comprehensive AI-powered DevSecOps Platform, used by more than 100,000 organizations. Our mission is to enable everyone to contribute to and co-create the software that powers our world. When everyone can contribute, consumers become contributors, significantly accelerating human progress. Our platform unites teams and organizations, breaking down barriers and redefining what's possible in software development. Thanks to products like Duo Enterprise and Duo Agent Platform, customers get AI benefits at every stage of the SDLC.\nThe same principles built into our products are reflected in how our team works: we embrace AI as a core productivity multiplier, with all team members expected to incorporate AI into their daily workflows to drive efficiency, innovation, and impact. GitLab is where careers accelerate, innovation flourishes, and every voice is valued. Our high-performance culture is driven by our values and continuous knowledge exchange, enabling our team members to reach their full potential while collaborating with industry leaders to solve complex problems. Co-create the future with us as we build technology that transforms how the world develops software.\nAn overview of this role\nThe Sales Commissions Analyst provides support to GitLab's commissions programs globally. This requires someone to be extremely well organized, analytical and detailed-oriented. The Commission Analyst reports to our Senior Manager, Sales Commissions.\nWhat you’ll do\nAssist with worldwide commission calculations, reporting, and first-tier end user support\nConfigure and maintain sales commission plans in Xactly Incent and ensuring accurate commission calculation\nEnsure commission plan participants are accurately credited for their transactions\nTrack and research compensation issues\nCompetency with compensation analytics tools required to support Sales and Sales Operations\nTrack and report on the status of plan acceptance to ensure compliance and timeliness\nSupport SOX compliance, documentation, and reporting\nMaintain a focus on process improvement by identifying opportunities for efficiency and implementing time/resource saving solutions\nPrepare ad hoc analysis & participate on projects as needed\nWhat you’ll bring\nBA/BS degree in accounting, finance, economics or other quantitative fields preferred\n3+ years experience in SaaS, supporting sales incentive programs, processes and procedures\nProficiency in Xactly Incent\nExperience with Salesforce and G Suite\nAnalytical skills with the ability to interpret and analyze data\nA process-oriented individual with excellent problem solving and project management skills who has the flexibility to thrive in a fast-paced, dynamic organization\nMust be able to meet tight deadlines and willing to schedule time off around our monthly close schedules and fiscal year commission plan rollouts\nB2B experience preferred\nInterest in GitLab, and open source software\nYou share our values, and work in accordance with those values\nAbout the team\nThe Sales Commissions team is responsible to incentivize the field to close business, process commissions in an accurate and timely fashion to help GitLab achieve its goals. We aim to be viewed as a trusted business partner.\nHow GitLab will support you\nBenefits to support your health, finances, and well-being\nAll remote, asynchronous work environment\nFlexible Paid Time Off\nTeam Member Resource Groups\nEquity Compensation & Employee Stock Purchase Plan\nGrowth and development budget\nParental leave\nHome office support\nPlease note that we welcome interest from candidates with varying levels of experience; many successful candidates do not meet every single requirement. Additionally, studies have shown that people from underrepresented groups are less likely to apply to a job unless they meet every single qualification. If you're excited about this role, please apply and allow our recruiters to assess your application.\nRemote-Global\nThe base salary range for this role’s listed level is currently for residents of listed locations only. Grade level and salary ranges are determined through interviews and a review of education, experience, knowledge, skills, abilities of the applicant, equity with other team members, and alignment with market data. See more information on our benefits and equity. Sales roles are also eligible for incentive pay targeted at up to 100% of the offered base salary.\nCalifornia/Colorado/Hawaii/New Jersey/New York/Washington/DC/Illinois/Minnesota pay range$70,000—$150,000 USD\nCountry Hiring Guidelines: GitLab hires new team members in countries around the world. All of our roles are remote, however some roles may carry specific location-based eligibility requirements. Our Talent Acquisition team can help answer any questions about location after starting the recruiting process.\nPrivacy Policy: Please review our Recruitment Privacy Policy. Your privacy is important to us.\nGitLab is proud to be an equal opportunity workplace and is an affirmative action employer. GitLab’s policies and practices relating to recruitment, employment, career development and advancement, promotion, and retirement are based solely on merit, regardless of race, color, religion, ancestry, sex (including pregnancy, lactation, sexual orientation, gender identity, or gender expression), national origin, age, citizenship, marital status, mental or physical disability, genetic information (including family medical history), discharge status from the military, protected veteran status (which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans), or any other basis protected by law. GitLab will not tolerate discrimination or harassment based on any of these characteristics. See also GitLab’s EEO Policy and EEO is the Law. If you have a disability or special need that requires accommodation, please let us know during the recruiting process."}

Job is inserted: {'company': 'GitLab', 'title': 'Senior Data Analyst', 'salary': '$70k – $105k', 'location': 'Remote • North America', 'url': 'https://wellfound.com/jobs/3363789-senior-data-analyst', 'source\_site': 'Wellfound', 'description': "GitLab is an open-core software company that develops the most comprehensive AI-powered DevSecOps Platform, used by more than 100,000 organizations. Our mission is to enable everyone to contribute to and co-create the software that powers our world. When everyone can contribute, consumers become contributors, significantly accelerating human progress. Our platform unites teams and organizations, breaking down barriers and redefining what's possible in software development. Thanks to products like Duo Enterprise and Duo Agent Platform, customers get AI benefits at every stage of the SDLC.\nThe same principles built into our products are reflected in how our team works: we embrace AI as a core productivity multiplier, with all team members expected to incorporate AI into their daily workflows to drive efficiency, innovation, and impact. GitLab is where careers accelerate, innovation flourishes, and every voice is valued. Our high-performance culture is driven by our values and continuous knowledge exchange, enabling our team members to reach their full potential while collaborating with industry leaders to solve complex problems. Co-create the future with us as we build technology that transforms how the world develops software.\nThis role will specifically focus on collaborating with senior leaders, business stakeholders, and other members of the Data team to generate trusted analytics and insights to measure company performance, with expected outcomes of: reducing time to insight (making it faster and easier for internal users to find reporting for critical metrics) and increasing internal alignment (partnering with analysts & the data governance team to establish clear enterprise reporting definitions and documentation).\nResponsibilities\nCollaborate cross-functionally to deliver high-impact analytical insights that drive strategic business decisions\nMaintain strong relationships with business stakeholders and leadership across the organization\nCollaborate effectively with teams across finance, product, marketing, sales, and engineering to deliver integrated insights\nPartner with Data team leadership and business stakeholders to prioritize analytical work based on business impact\nCraft analyses, reports, and dashboards that meet our internal standards for style, maintainability, and best practices for a high-scale analytics environment. Maintain and advocate for these standards through code review\nExperiment with tooling and technologies, including GenAI capabilities, to improve the experience of data users at GitLab\nContribute to and influence the long-range strategy and goals of the Analytics team\nAdvocate for improvements to data quality, security, and performance across the data lifecycle\nServe as a Subject Matter Expert (SME) for data visualization and analysis, providing support to other GitLab analysts through code reviews, pairing, and training to help deliver optimal analyses and reports\nSupport business teams to maximize the value derived from customer and behavioral data\nRequirements\n5+ years experience in an analytics role with a track record of directly influencing business outcomes through data, preferably in one or more of the following business subject areas: finance, sales, marketing, product, customer success. Prior experience in a SaaS environment is strongly preferred.\nAbility to select and implement the appropriate analytical solution for a given scenario (i.e. determining when a business question is best addressed through a one-off analysis, a flexible dataset for slicing/dicing, or the delivery a standardized dashboard/report)\nFluency in SQL within analytical data warehouses (we use Snowflake) and in business intelligence tools (we use Tableau)\nAbility to write complex SQL including multi-table joins, grouping and aggregation, common table expressions, and conditional filters\nExperience working with a variety of complex data sources. Our data includes GitLab.com, Salesforce, Zuora, Zendesk, Marketo, NetSuite, Snowplow and many others (see the Data Team page)\nAbility to clearly and concisely communicate complex business logic, technical requirements, and design recommendations through iterative solutions\nAbility to effective communication and collaboration skills\nAbility to thrive in a fully remote organization\nPositive and solution-oriented mindset\nHiring Process\nCandidates for this position can expect the hiring process to follow the order below. Please keep in mind that candidates can be declined from the position at any stage of the process. To learn more about someone who may be conducting the interview, find their job title on our team page.\nNext, candidates will be invited to schedule a screening call with our Global Recruiters\nNext, candidates will be invited to schedule a first interview with a leader from the Data team\nSelected candidates will be invited to fill out a short questionnaire.\nNext, candidates will be invited to schedule individual interviews with each of the following: a Data team member, a business division team member, and an executive leader\nCompensation\nTo view the full job description and its compensation calculator, view our handbook. The compensation calculator can be found towards the bottom of the page.\nAdditional details about our process can be found on our hiring page.\nRemote-Global\nThe base salary range for this role’s listed level is currently for residents of listed locations only. Grade level and salary ranges are determined through interviews and a review of education, experience, knowledge, skills, abilities of the applicant, equity with other team members, and alignment with market data. See more information on our benefits and equity. Sales roles are also eligible for incentive pay targeted at up to 100% of the offered base salary.\nCalifornia/Colorado/Hawaii/New Jersey/New York/Washington/DC/Illinois/Minnesota pay range$78,400—$168,000 USD\nCountry Hiring Guidelines: GitLab hires new team members in countries around the world. All of our roles are remote, however some roles may carry specific location-based eligibility requirements. Our Talent Acquisition team can help answer any questions about location after starting the recruiting process.\nPrivacy Policy: Please review our Recruitment Privacy Policy. Your privacy is important to us.\nGitLab is proud to be an equal opportunity workplace and is an affirmative action employer. GitLab’s policies and practices relating to recruitment, employment, career development and advancement, promotion, and retirement are based solely on merit, regardless of race, color, religion, ancestry, sex (including pregnancy, lactation, sexual orientation, gender identity, or gender expression), national origin, age, citizenship, marital status, mental or physical disability, genetic information (including family medical history), discharge status from the military, protected veteran status (which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans), or any other basis protected by law. GitLab will not tolerate discrimination or harassment based on any of these characteristics. See also GitLab’s EEO Policy and EEO is the Law. If you have a disability or special need that requires accommodation, please let us know during the recruiting process."}

Job is inserted: {'company': 'GitLab', 'title': 'SalesForce Territory Operations Analyst', 'salary': '$70k – $105k', 'location': 'Remote • North America', 'url': 'https://wellfound.com/jobs/3353836-salesforce-territory-operations-analyst', 'source\_site': 'Wellfound', 'description': "GitLab is an open-core software company that develops the most comprehensive AI-powered DevSecOps Platform, used by more than 100,000 organizations. Our mission is to enable everyone to contribute to and co-create the software that powers our world. When everyone can contribute, consumers become contributors, significantly accelerating human progress. Our platform unites teams and organizations, breaking down barriers and redefining what's possible in software development. Thanks to products like Duo Enterprise and Duo Agent Platform, customers get AI benefits at every stage of the SDLC.\nThe same principles built into our products are reflected in how our team works: we embrace AI as a core productivity multiplier, with all team members expected to incorporate AI into their daily workflows to drive efficiency, innovation, and impact. GitLab is where careers accelerate, innovation flourishes, and every voice is valued. Our high-performance culture is driven by our values and continuous knowledge exchange, enabling our team members to reach their full potential while collaborating with industry leaders to solve complex problems. Co-create the future with us as we build technology that transforms how the world develops software.\nThe Sales Operations Job Family supports the Field Sales teams with daily activities as they relate to sales processes, GTM policies, sales tools, data integrity, such as SLA’s, dashboards, reporting, and process improvements and efficiencies. The Sales Operations Job Family works close with our Enterprise, Commercial and/or Customer Success segments.\nResponsibilities\nSupport cross-functional annual planning activities related to territory carving and deployment in Salesforce\nDevelop and document territory operations processes\nTroubleshoot account routing questions and support territory reporting and analysis requests\nPartner with Revenue Strategy and Sales Operations teams to identify opportunities for improvement to the territory carving and ongoing territory management processes and tools\nCollaborate with the Sales Systems team on ongoing automation improvements that can be enabled by territory management (such as automated opportunity assignment)\nSupport data enrichment tools and systems utilized by the Territory Operations team (RingLead, Zoominfo, D&B, Openprise)\nRequirements\nExperience working in Sales Operations, Business Operations, Salesforce support team, Data operations or similar\nSelf-starter and works effectively with cross-functional teams to support the sales strategies with minimal supervision\nAbility to continuously execute on deliverables and meet deadlines\nStrong written and verbal communication skills\nBasic knowledge and experience of the sales operations function\nDemonstrated ability to interpret GTM policies and concept application\nStrong analytical and prioritization skills\nSalesforce experience and knowledge of enterprise SaaS tools\nStrong problem solving, project management, interpersonal and organizational skills\nAbility to use GitLab\nAligns with GitLab Values\nHiring Process\nApplicants for this position can expect the hiring process to follow the order below. Please keep in mind that applicants can be declined from the position at any stage of the process. To learn more about someone who may be conducting the interview, find their job title on our team page.\nSelected candidates will be invited to schedule a 30min screening call with one of our Global Recruiters\nNext, candidates will be invited to schedule a first interview with the Hiring Manager\nNext, candidates will be invited to interview with 2-5 teammates\nThere may be a final executive interview for any IC role, there will be an executive interview for any Manager level role.\nCompensation\nTo view the full job description and its compensation calculator, view our handbook. The compensation calculator can be found towards the bottom of the page.\nAdditional details about our process can be found on our hiring page.\nRemote-Global\nThe base salary range for this role’s listed level is currently for residents of listed locations only. Grade level and salary ranges are determined through interviews and a review of education, experience, knowledge, skills, abilities of the applicant, equity with other team members, and alignment with market data. See more information on our benefits and equity. Sales roles are also eligible for incentive pay targeted at up to 100% of the offered base salary.\nCalifornia/Colorado/Hawaii/New Jersey/New York/Washington/DC/Illinois/Minnesota pay range$70,000—$105,000 USD\nCountry Hiring Guidelines: GitLab hires new team members in countries around the world. All of our roles are remote, however some roles may carry specific location-based eligibility requirements. Our Talent Acquisition team can help answer any questions about location after starting the recruiting process.\nPrivacy Policy: Please review our Recruitment Privacy Policy. Your privacy is important to us.\nGitLab is proud to be an equal opportunity workplace and is an affirmative action employer. GitLab’s policies and practices relating to recruitment, employment, career development and advancement, promotion, and retirement are based solely on merit, regardless of race, color, religion, ancestry, sex (including pregnancy, lactation, sexual orientation, gender identity, or gender expression), national origin, age, citizenship, marital status, mental or physical disability, genetic information (including family medical history), discharge status from the military, protected veteran status (which includes disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, and Armed Forces service medal veterans), or any other basis protected by law. GitLab will not tolerate discrimination or harassment based on any of these characteristics. See also GitLab’s EEO Policy and EEO is the Law. If you have a disability or special need that requires accommodation, please let us know during the recruiting process."}

Job is inserted: {'company': 'Similarweb', 'title': 'Senior Data Analyst', 'salary': '$90k – $122k', 'location': None, 'url': 'https://wellfound.com/jobs/3331730-senior-data-analyst', 'source\_site': 'Wellfound', 'description': "At Similarweb, we’re not just another data company—we’re the leading digital intelligence platform used by global giants like Google, eBay, and Adidas. 🌍 Our insights power the digital strategies of over 4,300 companies worldwide, and we’re growing fast. After going public on the New York Stock Exchange in 2021, we continue to break new ground, and now we’re expanding our dynamic team in Prague! 🇨🇿\nTL;DR: We’re on the hunt for a Senior Data Analyst to join our Core Solutions Data group. In this role, you’ll play a key role in ensuring the quality and accuracy of our data collection processes across mobile and desktop platforms. Sound exciting? Keep reading!\nWhat is this role crucial?\nAs the most trusted platform for measuring online behavior, millions rely on Similarweb’s insights every single day. Our platform is only as good as the data it delivers—and that’s where you come in! Your work will directly ensure the integrity, consistency, and reliability of the data that feeds into the insights powering our customers’ most critical decisions.\nWhat you'll be doing Day-to-Day\nAs a Senior Data Analyst, you’ll be involved in a range of tasks that include:\nInvestigating data across mobile and desktop platforms to develop and optimize data collection configurations.\nMonitoring and troubleshooting data collection processes to ensure accuracy and resolve any issues quickly.\nBuilding and maintaining tools that enhance the efficiency and quality of data configurations.\nOwning the configuration management process end-to-end, using industry best practices to ensure delivery excellence.\nWhat will you bring to the team?\n3+ years of experience in a data-focused role within a tech company.\n1+ years of experience with web development.\nProficiency in SQL for data analysis. 💻\nA passion for problem-solving and an ability to work autonomously while being a great team player. 🤝\nWhy you’ll love being a Similarwebber:\nImpact: Your work will directly shape the future of digital intelligence!\nInnovation: You’ll be part of a team that’s always pushing the envelope with new ideas and cutting-edge tech. 💡\nHybrid Work Model: Enjoy a great balance—3 days in our beautiful DOCK IN office in Prague (complete with snacks, drinks, and lots of collaboration spaces!) and 2 days working from home. 🏠\nWork-Life Balance: We offer 5 weeks of vacation, an extra day off during your birthday month 🎂, 3 sick days, a multisport card, meal vouchers and more!\nTech Gear: Work with the latest MacBook Pro M3 to supercharge your productivity. 💻\nAwesome Team Events: From weekly happy hours 🍻 and lunches to team-building activities 🎉, we believe in celebrating together.\nStock Options: Get in on the action with access to Similarweb’s equity program. 💸\n#LI-Hybrid"}

Job is inserted: {'company': 'Similarweb', 'title': 'Data Analyst', 'salary': '$90k – $122k', 'location': None, 'url': 'https://wellfound.com/jobs/3306206-data-analyst', 'source\_site': 'Wellfound', 'description': "At Similarweb, we are revolutionizing the way businesses interact with the digital world by revealing to them everything that happens online.\nOur unique data and solutions empower over 5,700 customers globally, including industry giants like Google, Meta, and OpenAI, to make game-changing decisions that drive their digital strategies. In 2021, we went public on the New York Stock Exchange, and we continue to reach new heights! Come work alongside Similarwebbers across the globe who are bright, curious, practical, and good people.\nAbout the Role\nWe’re looking for a sharp and driven Data Analyst to join our high-performing Data Labs team. This customer-facing role is perfect for someone who thrives in a fast-moving environment and loves solving complex data challenges. You’ll work with some of the most well-known brands in the world, helping them unlock strategic insights from Similarweb’s unique, custom datasets.\nThis role is hands-on and varied - you’ll move between client-facing collaboration, technical deep dives, and cross-functional teamwork. If you enjoy digging into data, building tools and stories from scratch, and turning questions into actionable insights, we want to hear from you! This role is based out of our New York City office, requiring three days in the office.\nWhat does the day-to-day of a Data Analyst (Data Labs) at Similarweb look like:\nOwn and deliver end-to-end, custom-built reports - from client discovery to writing code and automating delivery\nApply your expertise in quantitative analysis and data mining to turn data into insights.\nConduct research and develop tools that will help answer clients’ business questions by using Similarweb’s raw data sets and algorithms.\nCollaborate with Engineering teams to ensure scalable, reliable infrastructure for client solutions.\nPartner with the Advisory Services team of Consultants to answer strategic business questions and deliver custom data products seamlessly.\nThis is the perfect job for someone who has:\n2+ years of hands-on experience with SQL and PySpark for data analysis\nProficient in Python scripting - Required\nStrong communication and fluency in English - Required\nAWS Infrastructure experience - a plus\nWorks with clients - a plus\nBackground in digital marketing or online services - a plus\nPrior experience in a tech or internet company - preferred\nStrong analytical and research skills; comfortable managing projects independently and learning on the fly.\nTeam player, autodidact, fast learner with excellent analytical, research, and business skills.\nSelf-starter with a proactive mindset and collaborative approach\nExperienced in independently managing complex projects from start to finish\nBachelor's degree in Statistics, Computer Science, Engineering, or a related field\nMaster's degree - a strong plus\nAt Similarweb, collaborating with our colleagues in-office creates a more connected, unified culture. Our best work is a product of our face-to-face collaboration, with the ability to work partially from home.\nThe base salary range for this position in New York City is $90,000 - $122,000 plus benefits including: medical, dental and vision insurance, 401K plan, potential equity, employee stock purchase plan and paid sick and parental leave.\nIndividual compensation is based upon a number of factors, including qualifications and relevant experience.\nThe base salary range above is for the New York City metro area, and could vary for candidates in other locations.\nApplicants must be authorized to work for any employer in the U.S. We are unable to sponsor or take over sponsorship of an employment Visa at this time.\nWhy you’ll love being a Similarwebber:\nYou’ll actually love the product you work with: Our customers aren’t our only raving fans. When we asked our employees why they chose to come work at Similarweb, 99% of them said “the product.” Imagine how exciting your job is when you get to work with the most powerful digital intelligence platform in the world.\nYou’ll find a home for your big ideas: We encourage an open dialogue and empower employees to bring their ideas to the table. You’ll find the resources you need to take initiative and create meaningful change within the organization.\nWe offer competitive perks & benefits: We take your well-being seriously, and offer competitive compensation packages to all employees. We also put a strong emphasis on community, with regular team outings and happy hours.\nYou can grow your career in any direction you choose: Interested in becoming a VP or want to transition into a different department? Whether it’s Career Week, personalized coaching, or our ongoing learning solutions, you’ll find all the tools and opportunities you need to develop your career right here.\nDiversity isn’t just a buzzword: People want to work in a place where they can be themselves. We strive to create a workplace that is reflective of the communities we serve, where everyone is empowered to bring their full, authentic selves to work. We are committed to inclusivity across race, gender, ethnicity, culture, sexual orientation, age, religion, spirituality, identity and experience. We believe our culture of equality and mutual respect also helps us better understand and serve our customers in a world that is becoming more global, more diverse, and more digital every day.\n#LI-KZ #LI-Hybrid"}

Job is inserted: {'company': 'Similarweb', 'title': 'Data Analyst', 'salary': '$90k – $122k', 'location': None, 'url': 'https://wellfound.com/jobs/3297726-data-analyst', 'source\_site': 'Wellfound', 'description': "At Similarweb, we are revolutionizing the way businesses interact with the digital world by revealing to them everything that happens online.\nOur unique data and solutions empower over 4,300 customers globally, including industry giants like Google, Meta, OpenAI, to make game-changing decisions that drive their digital strategies. In 2021, we went public on the New York Stock Exchange, and we continue to reach new heights! Come work alongside Similarwebbers across the globe who are bright, curious, practical, and good people.\nWe’re looking for a sharp and driven Data Analyst to join our fast - paced Data Labs team. As part of a high-performing group of analysts, you’ll handle complex, custom requests from some of the biggest names in the market, turning raw data into strategic, ad hoc insights. The work is intense and constantly evolving - it requires strong analytical skills and the ability to work independently under pressure. You’ll need to be curious, adaptable, and willing to dive deep to find answers where others might stop. If you thrive in a demanding environment and are excited by the opportunity to make a real impact, we want you on our team.\nWhat does the day to day of a Data Analyst Customer Facing (Data Labs) at Similarweb look like:\nBuilding custom-made reports end to end - from meeting with the client and understanding their needs, to writing the code and setting up the report for ongoing delivery.\nApply your expertise in quantitative analysis and data mining to turn data into insights.\nConduct research and develop tools which will help answer client's’ business. questions by using Similarweb’s raw data sets and algorithms.\nPartner with Engineering teams to establish an infrastructure to scale solutions.\nPartner with Advisory Services team of Consultants to answer strategic business questions and deliver custom data products seamlessly\nThis is the perfect job for someone who has:\nAt least 2 years experience with SQL/pySpark for data analysis - Must\nExperience in Python scripting - Must\nExcellent verbal and communication skills in English - Must\nAWS Infrastructure experience - Big Advantage\nWorking with clients - Big Advantage.\nProficiency in Online Marketing/Online Services - Advantage\nAt least 2 years work experience in Online/Tech Company - Advantage\nTeam player, autodidact, fast learner with excellent analytical, research and business skills.\nDemonstrates initiative and a proactive mindset -Must\nExperienced in independently managing complex projects from start to finish.\nHave a Bachelor's in Statistics, Computer Science, Engineering, or related field.\nMaster's degree - Big Advantage.\nWhy you’ll love being a Similarwebber:\nYou’ll actually love the product you work with: Our customers aren’t our only raving fans. When we asked our employees why they chose to come work at Similarweb, 99% of them said “the product.” Imagine how exciting your job is when you get to work with the most powerful digital intelligence platform in the world.\nYou’ll find a home for your big ideas: We encourage an open dialogue and empower employees to bring their ideas to the table. You’ll find the resources you need to take initiative and create meaningful change within the organization.\nWe offer competitive perks & benefits: We take your well-being seriously, and offer competitive compensation packages to all employees. We also put a strong emphasis on community, with regular team outings and happy hours.\nYou can grow your career in any direction you choose: Interested in becoming a VP or want to transition into a different department? Whether it’s Career Week, personalized coaching, or our ongoing learning solutions, you’ll find all the tools and opportunities you need to develop your career right here.\nDiversity isn’t just a buzzword: People want to work in a place where they can be themselves. We strive to create a workplace that is reflective of the communities we serve, where everyone is empowered to bring their full, authentic selves to work. We are committed to inclusivity across race, gender, ethnicity, culture, sexual orientation, age, religion, spirituality, identity and experience. We believe our culture of equality and mutual respect also helps us better understand and serve our customers in a world that is becoming more global, more diverse, and more digital every day.\n#LI-SS #LI-Hybrid"}

Job is inserted: {'company': 'DoosriGaadi', 'title': 'Data Analyst', 'salary': None, 'location': 'Onsite or remote • Bengaluru\n+2', 'url': 'https://wellfound.com/jobs/3358763-data-analyst', 'source\_site': 'Wellfound', 'description': 'Join a fast‑growing automotive marketplace provider leveraging data insights for strategic decisions. You will analyze datasets around vehicle demand, pricing, lead conversion, dealer operations, and platform performance to support business impact.\n📝 Key Responsibilities\nCollect, clean, transform and integrate data from multiple sources (app/website analytics, CRM, sales, ERP) ensuring accuracy and consistency.\nConduct exploratory and statistical analysis—trend identification, correlation mapping, predictive modeling, A/B test evaluation.\nBuild dashboards and visual reports (Power BI, Tableau or equivalent) to highlight KPIs and actionable insights.\nPresent findings to stakeholders across Product, Marketing, Sales, and Operations, translating technical insights into business recommendations.\nAutomate reporting and routine analytics workflows to enhance efficiency.\nPartner with engineering/data teams to improve data tracking, infrastructure, and collection mechanisms.\nIdentify process improvement opportunities and recommend data-driven solutions'}

Job is inserted: {'company': 'Doximity', 'title': 'Data Analyst', 'salary': None, 'location': 'Remote • San Francisco', 'url': 'https://wellfound.com/jobs/3270170-data-analyst', 'source\_site': 'Wellfound', 'description': "Doximity is transforming the healthcare industry. Join our mission to help every physician be more productive and provide better care for their patients. As medicine's largest network in the United States, there's an elevated level of responsibility in everything we do. We don't take that responsibility lightly and are committed to building diverse teams with an inclusive culture that can make a direct impact on the healthcare system.\nOne of Doximity's core values is stretching ourselves. Even if you don't check off all the boxes below we encourage you to apply. Doximity is full of exceptional people who bring their own unique experiences to work everyday and make us all better for it!\nAs a Data Analyst, you'll work within cross-functional delivery teams alongside other analysts, engineers, and product managers in discovering data insights to help improve healthcare.\nThis role can be filled in our San Francisco headquarters OR remotely in the U.S.\nAbout Us\nHere aresome of the ways we bring value to doctors\nHere is anintroduction to our tech stack\nWe use UNIX command-line interface and standard programming tools (vim/emacs, git, etc.) and have over 350 private repositories in Github containing our applications, forks of gems, our own internal gems, andopen-source projects\nWe have worked as a distributed team for a long time;we're currently about 65% distributed\nFind out more information on theDoximity engineering blog\nOurcompany core values\nOurrecruiting process\nOurproduct development cycle\nOuron-boarding & mentorship process\nHere's How You Will Make an Impact\nLeverage Doximity's extensive datasets to identify and classify behavioral patterns of medical professionals on our platform.\nPlay a key role in creating both product and client-facing analytics.\nInform data team strategy by working with the product leaders and managers. Actively participate in execution and some planning of organizational data team strategy.\nCollaborate with a team of product managers, analysts, and other developers to define and lead data projects from data ingestion to analysis to recommendations.\nAbout you\nAt least 2 years of professional experience as a data analyst or a data scientist.\nKnowledge of statistical concepts, especially exploratory data analysis techniques, and probability theory.\nExcellent SQL skills to create and evaluate complex statements involving numerous tables and data relationships.\nExcellent visualization and storytelling skills to explain your results and solutions to the stakeholders, clearly and compellingly.\nProficient in using Python data analysis libraries such as Pandas and Numpy. Also has a basic understanding of the object-oriented programming concepts as it relates to Python.\nPrior exposure to distributed data processing concepts and execution (e.g., working with column stores, leveraging spark, etc.)\nFast learner; curiosity about and passion for data.\nCompensation\nThe US total compensation range for this full-time position is $110,000 - $150,000 (inclusive of salary + equity). Our ranges are determined by role and level. The range displayed on each job posting reflects the approximate total target compensation for the position across the US. Within the range, individual pay is determined by factors including relevant skills, experience, and education/training. Please note that the compensation listed does not include benefits.\nBenefits\nDoximity is proud to offer industry-leading benefits. Some of our offerings include:\nMedical, dental, vision offerings for you and your family\n401k with matching program\nEmployee stock purchase plan\nFamily planning support, Childcare FSA, and parental leave\nLife, AD&D, and Disability\nGenerous time off, holidays and paid company trips\nWellness benefits…plus many more!\nMore info on Doximity\nFor the past decade, it’s been our mission to help every physician be more productive so they can provide better care for their patients. We believe that when doctors are connected, the healthcare system works better and patients benefit. Doximity enables our verified clinician members to collaborate with colleagues, stay up-to-date with the latest medical news and research, manage their careers, and conduct virtual patient visits. Today, Doximity is the leading digital platform for U.S. medical professionals, with over 80% of physicians, 50% of all nurse practitioners and physician assistants, and 90% of graduating medical students as members.\nJoining Doximity means being part of an incredibly talented and humble team passionate about improving inefficiencies in our $4.3 trillion U.S. healthcare system. We are a team of doers who solve problems everyday by treating obstacles like an adventure, and we love creating technology that has a real, meaningful impact on people’s lives. Doxers are committed to working towards a more equitable world both within and beyond our office walls. This starts by fostering an inclusive and diverse work environment where differences are valued and all employees are encouraged to bring their full, authentic selves to work daily. To learn more about our team, culture, and users, check out our careers page, company blog, and engineering blog. We’re growing fast, and there’s plenty of opportunity for you to make an impact—join us! For more information, visit Doximity.com.\nEEOC Statement\nDoximity is proud to be an equal opportunity employer, and committed to providing employment opportunities regardless of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, pregnancy, childbirth and breastfeeding, age, sexual orientation, military or veteran status, or any other protected classification. We also consider qualified applicants with criminal histories, consistent with applicable federal, state and local law."}

Job is inserted: {'company': 'VTS', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/2187241-data-analyst', 'source\_site': 'Wellfound', 'description': 'As a Data Analyst, you will join a Data Insights Product Team as part of VTS Data. You will translate data into actionable insights and data products including, research reports and digital products.\nTo thrive in this role you must successfully draw insight from our VTS data, and other sources to identify, locate and analyze specific commercial real estate industry trends at both the market level and the individual property/portfolio level. You will collect, clean, and analyze data relating to commercial real estate market fundamentals, update regularly scheduled market reports covering office market segments, and create new report products as needed. You will also conduct ongoing data quality work, and define improvements in the data collection process to ensure data integrity. You will also develop deep domain expertise on our datasets, the underlying process, and behaviors through these datasets, and relationships with measurable economic phenomena and market trends\nHere’s what you can expect as a Data Analyst:\nAnalysis: Analyzing and enriching a diverse range of structured and unstructured data into datasets for analysis leveraging your experience with data quality and validation in the commercial real estate domain. You will also lean on your strong research background, computer skills, and attention to detail\nExpertise: Developing deep domain expertise on our unique and valuable datasets leveraging your experience with technical concepts, research concepts, and analysis. Your experience using database BI tools such as Looker or Tableau will be key. AN academic background in Statistics, Economics, Mathematics, Real Estate, Operations Research, or a related discipline will be a strong plus\nResults: Analyzing large amounts of data to create actionable insights, leveraging your expertise in CRE, specifically with CRE market fundamentals, data research and ability to creatively detect, locate, and identify pertinent data via the internet and third party sources\nWhat VTS Values & How We Show It:\nStrive for Excellence - We know your potential is unlimited. Take advantage of our executive coaches and our training and career development programs available to all employees!\nBe Customer Obsessed - We’re employee obsessed too! VTS offers competitive compensation, comprehensive health benefits (including dental and vision), pre-tax commuter benefits, and a 401(k) plan. Not to mention the fun stuff - monthly happy hours, wellness events, clubs, and team lunches!\nBe Curious - Benefit from a culture that promotes new learning. VTS offers an education stipend to all employees!\nMove as One - We work in an open floor plan to promote cross-functional collaboration.\nTake Ownership - Be an owner of the company you’re building with our equity packages.\nAppreciate the Difference - VTS embraces and celebrates diversity. We understand the importance of a strong work-life balance. We offer a flexible PTO policy, generous family leave program, and more!\nABOUT VTS\nVTS is the one platform designed to connect everyone in commercial real estate, complete with leasing, marketing, asset management, tenant experience, and data. The VTS platform brings commercial real estate (CRE) full circle, empowering CRE leaders to leverage unique data and actionable insights to drive impactful decisions for the future. The VTS integrated platform is revolutionizing the way that commercial real estate (CRE) is done — disrupting a $15 trillion industry by becoming the industry\'s all-inclusive, modern operating system.\nOur success is shown in our numbers—we hit "Unicorn" status in 2019 and today we have over 12 billion square feet of commercial space managed on VTS worldwide, and we’ve expanded to over 700 employees globally. It’s an exciting time to join the VTS team as we continue to grow and break records. Our goal as a business is to continue to build a sustainable, high-growth, and efficient software business.\nVTS maintains offices in New York City, London, Toronto, Chicago, San Francisco, and San Diego.\nTo learn more about VTS and view our open roles, visit us at vts.com or follow us on Instagram (@WeAreVTS), Twitter (@WeAreVTS), or LinkedIn.\nWorkplace Designations\nAt VTS, we believe that the definition of “workplace” has dramatically evolved, and value flexibility as a necessary part of employee happiness & productivity. We believe that by embracing new ways of working - VTS is able to attract and retain the best talent!\nWe aim to provide the greatest level of flexibility we can for each of our team members, based upon their individual roles at VTS. We currently offer three types of work designations at the company level.\n@office - This option means that the role requires you to come to the office at least 3 days a week.\n@flex - This option means that the role requires you to come into the office 2 days or less a week.\n@home - This option means that an employee will work primarily from their own home, but will have access to our office hubs whenever they would like.\nThere are some roles that require employees to be in the office at greater frequency - not all designations are available for every role. We are committed to transparency and each role is promoted with all designations available to that role.\nFor roles that require employees to spend time in person at one of VTS’ offices in the US or Canada, VTS requires all employees to be fully vaccinated as a condition of employment unless a documented medical or religious reasonable accommodation is requested and approved. Being fully vaccinated means that an individual can provide documentation that they are at least two weeks past their final dose of an authorized COVID-19 primary vaccination series (not including booster shots). To be qualified for employment at VTS for roles that require you to spend time in the office, you must comply with the vaccination requirement or receive an approved accommodation.\nThe health & safety of our employees is of the utmost importance to VTS. We pride ourselves in maintaining safe & welcoming office spaces that adhere to all local requirements and regulations.\nEEO Guidelines\nVTS embraces diversity and equal opportunity in a serious way. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.\nAll your information will be kept confidential according to EEO guidelines.\nIf you have a disability or special need that requires accommodation at any time during the recruitment process, please let us know at ta@vts.com'}

Job is inserted: {'company': 'O Positiv', 'title': 'Sr. Data Analyst', 'salary': '$100k – $130k', 'location': None, 'url': 'https://wellfound.com/jobs/3367844-sr-data-analyst', 'source\_site': 'Wellfound', 'description': "Your Role\nThe Data & Analytics team plays a critical role in the success of O Positiv. The team identifies actionable and impactful insights through high quality analysis, builds new analytical capabilities and processes, supports effective executive decision making, and maintains accurate dashboards and databases. The team works on our most important analytical questions and operates highly collaboratively with our Marketing, Operations, Product, Finance, Retail, and Strategy teams.\nThe Senior Data Analyst will lead essential analysis across multiple functions and solve a broad range of critical and complex problems. The role reports directly to O Positiv’s Data & Analytics Director. The ideal candidate will be data-driven, analytical, creative, detail oriented, organized, an effective communicator, and highly collaborative.\nResponsibilities and Duties:\nBuild, maintain, and upgrade dashboards that drive daily decision making and optimization\nAnalyze Marketing, Operations, Product, Finance, Retail, and Strategy data to identify opportunities for improvement and growth\nDesign and implement data models that support the organization's business requirements\nDevelop and implement robust data quality assurance processes to maintain high standards of accuracy, completeness, and consistency across datasets\nContribute to the formulation and execution of data strategies aligned with organizational goals\nQualifications and Skills\nExperience:\nBachelor’s Degree in Computer Science, Engineering, Economics, or a related field\n3+ years in data / analytics / product management roles\nProficiency in SQL\nSome experience with Statistics, Python, or R\nExperience in our tech stack or similar tools (DBT, Snowflake, Sigma Computing)\nLogical, structured, and analytical approach to problem solving\nExcellent communication and interpersonal skills\nInterpersonal:\nAbility to work effectively with different groups of individuals – a team player\nAbility to manage multiple moving pieces – hard working, organized, and results oriented individual\nStrong time management and prioritization skills\nStartup / e-commerce experience or passion is a bonus\nHours and Compensation\nThe anticipated base compensation range for this role will be 100,000-130,000. Compensation will be commensurate with the candidate’s experience and local market rates.\nJob Type: Full-time\nPay based on prior experience\nPosition will be based out of Santa Monica, Los Angeles - in person (Mon-Thurs in office/Friday remote)\nBenefits & Perks\nFlexible PTO, Sick Days, and Wellness Days\nMonthly Social Hours\nMedical, Vision, and Dental Coverage\n401K with matching\n$50/month Fitness Reimbursement + Up to $1,800 in annual wellness benefits\nAn environment of collaboration, high performance, & respect amongst all employees and managers"}

Job is inserted: {'company': 'Metropolis', 'title': 'Senior Data Analyst', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3361925-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'The Company Metropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nThe Data team at Metropolis is seeking a highly motivated individual to contribute to the vision and development of the next generation of analytic data tools for our internal and external customers. In this role, you will work closely with business partners to understand their data needs, gather requirements, identify data and reporting solutions, and collaborate with the data engineering teams to prioritize, develop and deliver on the data and reporting solutions. We are looking for someone who has strong Product instincts and understands how to create insights and not just reports.\nYou will rely on your skills as an excellent communicator to collaborate with stakeholders in Product, Engineering, Sales, Operations and Growth to understand their data needs and build solutions that help drive business impact. In addition to interfacing with non-technical team members, you will rely on your strong technical skills to collaborate with Senior and Staff engineers in the Application Development and Platform Engineering teams to ensure that the products that they are building are compatible with Data Analytics best practices.\nYou will use your strong problem-solving skills to dig into performance issues and ensure that all analytics we create meet our SLAs. We want you to evangelize best practices when it comes to Data Analytics and Data Engineering and help build a best-in-class Data Warehouse platform.\nResponsibilities\nServe as the primary data partner for key business teams, helping them define their analytics roadmaps and prioritize projects that drive business value.\nDevelop data visualizations, dashboards, and reports using Tableau to provide teams with actionable insights.\nCraft complex SQL queries and perform ad hoc analysis to answer critical business questions and evaluate the impact of new features.\nTranslate complex data findings into clear, compelling stories for both technical and non-technical audiences.\nContribute to the evolution of the data warehouse by collaborating with Data Engineering teams.\nBuild and maintain the Data Catalog or Data Dictionary to support data discovery and ensure data governance.\nEstablish best practices and guidelines for data quality, privacy, and access control.\nIdentify opportunities to improve the analytics platform\'s performance and report usage.\nCollaborate with engineering teams to define service level agreements (SLAs) for data products.\nMentor and guide junior members of the data team. Qualifications\nBachelor\'s degree in a STEM field or equivalent.\n7+ years of experience in an Analytics or Business Intelligence role.\n5+ years of experience performing complex data analysis and demonstrating mastery with SQL.\n5+ years of experience developing visualizations and dashboards in Tableau or a similar BI tool.\n3+ years of experience using dbt and Snowflake.\nExpertise in relational and dimensional database structures, principles, and best practices.\nProven ability to collaborate with Data Engineering teams to architect a data platform.\nExperience working in Agile SCRUM teams.\nStrong project management and independent work skills.\nThe ideal candidate is excited to work in a fast-paced, dynamic startup environment. \*When you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows. The anticipated base salary for this position is $145,000.00 to $175,000.00 annually. The actual base salary offered is determined by a number of variables, including, as appropriate, the applicant\'s qualifications for the position, years of relevant experience, distinctive skills, level of education attained, certifications or other professional licenses held, and the location of residence and/or place of employment. Base salary is one component of Metropolis’s total compensation package, which may also include access to or eligibility for healthcare benefits, a 401(k) plan, short-term and long-term disability coverage, basic life insurance, a lucrative stock option plan, bonus plans and more. \*\n#LI-AR1 #LI-Onsite'}

Job is inserted: {'company': 'Metropolis', 'title': 'Senior Data Analyst', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3361924-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'The Company Metropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nThe Data team at Metropolis is seeking a highly motivated individual to contribute to the vision and development of the next generation of analytic data tools for our internal and external customers. In this role, you will work closely with business partners to understand their data needs, gather requirements, identify data and reporting solutions, and collaborate with the data engineering teams to prioritize, develop and deliver on the data and reporting solutions. We are looking for someone who has strong Product instincts and understands how to create insights and not just reports.\nYou will rely on your skills as an excellent communicator to collaborate with stakeholders in Product, Engineering, Sales, Operations and Growth to understand their data needs and build solutions that help drive business impact. In addition to interfacing with non-technical team members, you will rely on your strong technical skills to collaborate with Senior and Staff engineers in the Application Development and Platform Engineering teams to ensure that the products that they are building are compatible with Data Analytics best practices.\nYou will use your strong problem-solving skills to dig into performance issues and ensure that all analytics we create meet our SLAs. We want you to evangelize best practices when it comes to Data Analytics and Data Engineering and help build a best-in-class Data Warehouse platform.\nResponsibilities\nServe as the primary data partner for key business teams, helping them define their analytics roadmaps and prioritize projects that drive business value.\nDevelop data visualizations, dashboards, and reports using Tableau to provide teams with actionable insights.\nCraft complex SQL queries and perform ad hoc analysis to answer critical business questions and evaluate the impact of new features.\nTranslate complex data findings into clear, compelling stories for both technical and non-technical audiences.\nContribute to the evolution of the data warehouse by collaborating with Data Engineering teams.\nBuild and maintain the Data Catalog or Data Dictionary to support data discovery and ensure data governance.\nEstablish best practices and guidelines for data quality, privacy, and access control.\nIdentify opportunities to improve the analytics platform\'s performance and report usage.\nCollaborate with engineering teams to define service level agreements (SLAs) for data products.\nMentor and guide junior members of the data team. Qualifications\nBachelor\'s degree in a STEM field or equivalent.\n7+ years of experience in an Analytics or Business Intelligence role.\n5+ years of experience performing complex data analysis and demonstrating mastery with SQL.\n5+ years of experience developing visualizations and dashboards in Tableau or a similar BI tool.\n3+ years of experience using dbt and Snowflake.\nExpertise in relational and dimensional database structures, principles, and best practices.\nProven ability to collaborate with Data Engineering teams to architect a data platform.\nExperience working in Agile SCRUM teams.\nStrong project management and independent work skills.\nThe ideal candidate is excited to work in a fast-paced, dynamic startup environment. \*When you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows. The anticipated base salary for this position is $145,000.00 to $175,000.00 annually. The actual base salary offered is determined by a number of variables, including, as appropriate, the applicant\'s qualifications for the position, years of relevant experience, distinctive skills, level of education attained, certifications or other professional licenses held, and the location of residence and/or place of employment. Base salary is one component of Metropolis’s total compensation package, which may also include access to or eligibility for healthcare benefits, a 401(k) plan, short-term and long-term disability coverage, basic life insurance, a lucrative stock option plan, bonus plans and more. \*\n#LI-AR1 #LI-Onsite'}

Job is inserted: {'company': 'Metropolis', 'title': 'Data Scientist', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3345334-data-scientist', 'source\_site': 'Wellfound', 'description': 'The Company\nMetropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nWe are looking for a highly motivated and analytical Data Scientist to join our growing data team. You will play a key role in extracting insights from large datasets, building predictive models, and supporting data-driven decision-making across departments.\nLocation: Bangalore\n\nExperience : 3+\nResponsibilities\nCollect, process, and analyze large datasets from multiple sources\nBuild and deploy machine learning models to solve business problems\nDesign and implement A/B tests and statistical analyses\nCollaborate with cross-functional teams (product, engineering, marketing) to define analytics requirements\nCommunicate complex data insights in a clear and actionable manner to stakeholders\nDevelop dashboards and visualizations to monitor key metrics\nStay current with the latest trends and technologies in data science and AI\nRequired Skills & Qualifications\nBachelor’s/Master’s degree in Computer Science, Mathematics, Statistics, or related field\n2+ years of proven experience as a Data Scientist or Data Analyst\nStrong knowledge of Python/R and SQL\nHands-on experience with machine learning frameworks (e.g., scikit learn, tensroflow, pytorch)\nExperience with big data tools (e.g., Spark, Hadoop) is a plus\nFamiliarity with data visualization tools\nStrong analytical, problem-solving, and communication skills\nPreferred Skills & Qualifications\nExperience with cloud platforms preferably AWS (S3, Sagemaker, Airflow etc)\nStrong SQL skills, with experience in Snowflake, MySQL, and PostgreSQL\nFamiliarity with data visualization tools (e.g., Tableau, Power BI, Looker)\nWhen you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows.'}

Job is inserted: {'company': 'Thyme Care', 'title': 'Senior Data Analyst', 'salary': '$165k – $180k', 'location': 'Remote • Nashville', 'url': 'https://wellfound.com/jobs/3258789-senior-data-analyst', 'source\_site': 'Wellfound', 'description': "OUR MISSION\nImagine building a better healthcare journey for patients with cancer, where individuals and their loved ones feel seen, supported, and heard by their care team – both in and out of the clinic. Where fast access to high-quality care is the norm, not the exception. Where patients have access to a care navigator to guide them through their diagnosis and trusted support all along the way.\nAt Thyme Care, we share a passion for transforming the cancer care experience – not just for patients but also for their caregivers and loved ones, as well as those delivering and paying for their care. Today, Thyme Care is known predominantly as a cancer care navigation company enabling value-based cancer care; in the next few years, we will become a nationally recognized technology-driven and provider-centric care delivery model, reshaping the landscape of cancer care access, delivery, and experience. Our commitment runs deep—we're not satisfied with the status quo but determined to redefine it.\nTo make this happen, we’re building a diverse team of problem solvers and critical thinkers to drive innovation and shape the future of healthcare. If you share our vision and want to be part of something truly meaningful, we want to hear from you. Together, we can revolutionize cancer care and make a difference that lasts a lifetime.\nWHAT YOU’LL DO\nAs a Senior Data Analyst, you will join our Data team to help us build and maintain strong analytic capabilities supporting Thyme Care’s mission. You will model data, build scalable reporting packages, and deliver insights that drive action.\nIn this position, you will collaborate with our Care Delivery and Operations teams to analyze Thyme Care’s outcomes and identify opportunities to improve our care model. You will help our leaders understand key drivers of the company’s performance by building data products that monitor our interventions, interpreting those results, presenting them to leadership, and running followup analyses that guide strategic decision making.\nAfter three months you will:\nGain a deep understanding of Thyme Care’s care model and key performance measures.\nBuild relationships with business leaders to understand their processes, reporting needs, and analytical questions.\nTake ownership and lead the development of reporting (internal and external) that measures the effectiveness of our interventions.\nAfter six months you will:\nCollaborate with stakeholders to craft narratives around Thyme Care’s performance.\nDig deep into stakeholder questions to discover insights about our performance - moving from “what is happening?” to “why is it happening and what should we do about it?”\nStandardize ad hoc investigations into reliable reporting packages. This involves developing data models, pipelines, and analytics dashboards with Looker or other visualization tools.\nWHAT YOU’VE DONE\nStrong communication skills are essential - Must have deep experience with data-driven storytelling and be comfortable presenting to leadership.\nYou are proficient in analytics, data modeling, and data transformation. Familiarity with DBT is preferred, but we are open to candidates willing to learn it quickly.\nA working knowledge of Looker or similar BI tools for data analysis and visualization; experience with Python or R is a plus.\nYou have experience in the healthcare industry, ideally in a health plan or healthcare-focused technology startup or consultancy.\nYou have direct experience analyzing healthcare outcomes using medical claims, patient reported outcomes, electronic medical records, or other similar data sources.\nWHAT LEADS TO SUCCESS\nAct with our members in mind. Thyme Care’s mission, and in particular, our member experience, matters deeply to you.\n\nMove with purpose. You’re biased to action. You know how to identify and prioritize your initiative’s needs and do what it takes to ensure that urgent and important needs are acted on immediately.\n\nSeek diverse perspectives. You are humble and actively seek feedback from others, eager to learn and share knowledge.\n\nExperience. You have worked with large healthcare datasets, ideally in a health plan or healthcare-focused technology startup or consultancy with mature data structures and pipelines.\n\nTechnical ability. You are proficient in analytics, data modeling, and data transformation.\n\nClear communication. You can effectively convey your thoughts and ideas to both technical and non-technical colleagues and stakeholders.\n\nComfort with ambiguity. You have a successful track record working at scaling organizations, in fast-paced environments, and at ambitious startups. You navigate through challenges and find solutions in uncertain situations.\nOUR VALUES\nAt Thyme Care, our core values guide us in everything we do: Act with our members in mind, Move with purpose, and Seek diverse perspectives. They anchor our business decisions, including how we grow, the products we make, and the paths we choose—or don’t choose.\n\*Our salary ranges are based on paying competitively for our size and industry, and are one part of the total compensation package that also includes equity, benefits, and other opportunities at Thyme Care. Individual pay decisions are based on several factors, including qualifications, experience level, skillset, and balancing internal equity relative to other Thyme Care employees. The base salary for this role is $135,000 to $150,000. The salary range could be lower or higher than this if the role is hired at another level. \*\nWe recognize a history of inequality in healthcare. We’re here to challenge the status quo and create a culture of inclusion through the care we give and the company we build. We embrace and celebrate a diversity of perspectives in reflection of our members and the members we serve. We are an equal-opportunity employer.\nBe cautious of [recruitment fraud\*](https://www.thymecare.com/fraudulent-job-offers), and always confirm that communications are coming from an official Thyme Care email.\*"}

Job is inserted: {'company': 'Blockchain.com', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3310167-data-analyst', 'source\_site': 'Wellfound', 'description': "Blockchain.com is the world's leading software platform for digital assets. Offering the largest production blockchain platform in the world, we share the passion to code, create, and ultimately build an open, accessible and fair financial future, one piece of software.\nWe are looking for a talented Data Analyst to join our Business Intelligence team. The group is part of a larger Data Science team, informing all product decisions and creating models and infrastructure to improve efficiency, growth, and security. To do this, we use data from various sources and of varying quality.\nWHAT YOU WILL DO:\nApply your expertise in data mining, and data visualization to extract insights that can inform our business and product decisions\nDesign, implement and describe to technical and non-technical stakeholders predictive and descriptive models of key business operations and outcomes\nCreate and maintain visualizations including dashboards, reports, and alerts\nWork together with the product and/or market teams to identify the key metrics to measure the different aspects of the business.\nIdentify and communicate data insights that improve the way we deliver consumer experience and meet business goals\nSource appropriate data to support the creation and implementation of product strategies\nWork across CS, Marketing and Product, help define retail customer segmentation and customer journey profiles\nWHAT YOU WILL NEED:\nBachelor’s/Master’s degree in STEM (Mathematics, Computer Science, Physics, Engineering, Economics) or equivalent experience\nProficiency with probability and statistics, including hypothesis testing, simulations, ANOVA, and Bayesian statistics\nProficiency in Python (or a similar data analytics scripting language) and SQL\nProficiency with relational and non-relational database systems\nProficiency in cloud platform development environments\nNICE TO HAVE:\nExperience with Crypto\nExperience with Financial Reporting or Accounting\nExperience with R, C++, Java, or other programming/scripting languages\n4+ years working in a similar role or function\nCOMPENSATION & PERKS\nCompetitive full-time salary based on experience and meaningful equity in an industry-leading company\nThis is a hybrid role based in our Palermo office, with a mandatory in-office presence four days per week.\nThe opportunity to be a key player and build your career at a rapidly expanding, global technology company in an exciting, emerging industry.\nPerformance-based bonuses\nApple equipment provided by the company\nWork from Anywhere Policy: You can work remotely from anywhere in the world for up to 20 days per year.\nBlockchain is committed to diversity and inclusion in the workplace and is proud to be an equal opportunity employer. We prohibit discrimination and harassment of any kind based on race, religion, color, national origin, gender, gender expression, sex, sexual orientation, age, marital status, veteran status, disability status or any other characteristic protected by law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, and apprenticeship. Blockchain makes hiring decisions based solely on qualifications, merit, and business needs at the time.\nYou may contact our Data Protection Officer by email at dpo@blockchain.com. Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment.\n\*Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States once you submit it through this site. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer will be subject to appropriate additional safeguards under the standard contractual clauses. \*\nYour personal data will be retained by Controller as long as Controller determines it is necessary to evaluate your application for employment. Under the GDPR, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.\n#LI-Hybrid"}

Job is inserted: {'company': 'Blockchain.com', 'title': 'Head of IR', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3326645-head-of-ir', 'source\_site': 'Wellfound', 'description': 'Blockchain.com is on a mission to empower anyone in the world to control their own money. As a crypto industry leader since 2011, Blockchain.com plays a role in almost every major crypto business: from trading, to the most widely-used bitcoin wallet, to a foundational source of crypto data, to a robust global institutional business with billions in flow.\nWe are looking for a Head of IR based in Dallas, TX and reporting directly to Blockchain.com’s President. The Head of Investor Relations will work across legal, finance and comms functions and lead the company’s efforts to build and maintain strong relationships with investors, analysts, and key stakeholders in the financial and crypto ecosystems. This strategic role will be responsible for crafting clear, compelling narratives about the company’s performance, growth strategy, and market position. The ideal candidate will have deep experience in capital markets and communications, with a strong understanding of the crypto industry and its regulatory landscape.\nThis leader will also manage raising capital across equity, credit, ventures and smart beta; enhancing stakeholder and investor engagement; developing IR marketing; and leading the IR team, plus such other duties may from time to time be assigned to you by the Company.\nWHAT YOU WILL DO\nResponsible for all investor-related communications, with the goal of strengthening and broadening relationships with the investor base\nDevelop and articulate a clear, compelling firm story, product potential, financials, and growth strategy to investors\nCollaborate cross-functionally to create investor-facing materials\nEstablish standardised internal procedures for investor document production and version-control\nEnsure consistent messaging and build a centralised function for all investor-related communications, queries and strategic investor-related plans\nSet investor guidance and expectation management, with the goal of keeping investors informed on market and industry specific changes\nCollect information and data points for industry trends, market developments and positioning against competitors\nMonitor analyst coverage, peer performance, investor sentiment, and regulatory developments across both traditional finance and crypto.\nGather and synthesize investor feedback for executive leadership to help inform strategy and messaging.\nSupport company public-readiness preparation\nPartner with legal and finance teams on public offering preparation and managing the investor education process.\nHelp design the investor targeting strategy and support valuation narratives.\nEnsure operational readiness for a public company investor relations\nWHAT YOU WILL NEED\nA relentless & optimistic attitude, dedication to detail, and passion for crypto finance.\n8–12+ years in Investor Relations, investment banking, capital markets, or strategic finance\nProven experience in a high-growth technology or fintech company; crypto or Web3 sector preferred\nExperience supporting equity fundraising, debt, or token raises across private and/or public markets\nFamiliarity with both traditional institutional investors and crypto-native funds (VCs, hedge funds, family offices)\nExceptional written and verbal communication skills, with experience developing investor materials, earnings-style reports, and financial disclosures\nStrong analytical and financial modeling capabilities\nSkilled at simplifying complex technical or financial concepts for diverse investor audiences\nConfident public speaker and presenter with executive presence\nIR-specific certifications (e.g., Certified Investor Relations Professional) are a plus but not required\nHigh degree of integrity, discretion, and professionalism\nStrong relationship-building skills with both internal stakeholders and external investors\nAble to operate in a fast-paced, dynamic, and often ambiguous environment\nThis role is based in Dallas, Texas with 4 days per week required in office.\nCOMPENSATION & PERKS\nCompetitive full-time salary based on experience and meaningful equity in an industry-leading company\nThis is a hybrid role based in our Dallas office, with a mandatory in-office presence four days per week.\nThe opportunity to be a key player and build your career at a rapidly expanding, global technology company in an exciting, emerging industry.\nPerformance-based bonuses\nApple equipment provided by the company\nWork from Anywhere Policy: You can work remotely from anywhere in the world for up to 20 days per year.\nPay Transparency Notice: At Blockchain.com, your base pay is one part of your total compensation package. For individuals performing work in the United States, the target annual salary for this position can range from $150,000 to $200,000 and your actual pay will depend on your skills, qualifications, experience, and location, as well as internal equity and market data.\nWe also offer benefits that include medical and dental coverage, retirement benefits, paid parental leave, flexible paid time off. Additionally, this role might be eligible for discretionary bonuses, and full-time employees will receive equity as part of the compensation package. Note: Blockchain.com benefits programs are subject to eligibility requirements.\nBlockchain is committed to diversity and inclusion in the workplace and is proud to be an equal opportunity employer. We prohibit discrimination and harassment of any kind based on race, religion, color, national origin, gender, gender expression, sex, sexual orientation, age, marital status, veteran status, disability status or any other characteristic protected by law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, and apprenticeship. Blockchain makes hiring decisions based solely on qualifications, merit, and business needs at the time.\nYou may contact our Data Protection Officer by email at dpo@blockchain.com. Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment.\n\*Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States once you submit it through this site. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer will be subject to appropriate additional safeguards under the standard contractual clauses. \*\nYour personal data will be retained by Controller as long as Controller determines it is necessary to evaluate your application for employment. Under the GDPR, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.\n#LI-Hybrid'}

Job is inserted: {'company': 'Careem', 'title': 'Senior Product Analyst I', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3364850-senior-product-analyst-i', 'source\_site': 'Wellfound', 'description': "Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nAbout the team\n\nThe Careem Analytics team’s mission is to build and track the full lively picture for Careem businesses and experiences, uphold the experience bar, provide actionable insights, formulate problems and contribute to solving them. As part of this team, you will be a core team member fulfilling this mission. You will be working alongside the top analyst talent of the region, leveraging modern analysis and visualization tools to solve the region’s day to day problems.\nThis position is being offered exclusively in Alexandria, Egypt.\n\nWhat you'll do\nAct as the first point of contact to answer all business data queries\nDevelop effective reporting solutions by utilizing engineering best practices and various reporting tools\nParticipate in continuous improvement of these reporting solutions\nDrive and support your designated business unit by converting complex data and findings into understandable tables, graphs, and written reports\nPresent appropriate analysis and commentary to technical and non-technical audience\nGain subject matter expertise and help define appropriate key metrics for the business unit and discover untapped areas for business improvement\nProvide concrete data-driven insights\nTest and communicate new features to users\nRun regular data integrity audits\nDevise and evaluate methods for collecting data, such as surveys, questionnaires, and opinion polls\nGather data about consumers, competitors, and market conditions What you'll need\n4+ years of demonstrated experience working in an analytical role\n3+ years of demonstrated experience with business intelligence and visualization tools creating management dashboards\nStrong analytical skills and a passion to work with large sets of data\nPassionate about learning new technologies and working on a product of massive scale and impact\nExpert at writing SQL queries against large amounts of data\nSelf-starter with excellent communication and organizational skills\nAbility to get hands-on in a complex operational environment\nMust be process orientated and a logical thinker with good attention to detail\nWorking knowledge with reporting tools such as Tableau, MicroStrategy or Looker\nWorking knowledge in Python, R, Spark, Hive\nExperience in ETL / ELT is a plus\nExperience working with dimensional data, data lakes is a plus\nExperience working with MPP databases like Redshift is a plus"}

Job is inserted: {'company': 'Careem', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3345835-data-analyst', 'source\_site': 'Wellfound', 'description': 'Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nWhat You’ll Do\nBuild and maintain dashboards and automated reports to track real-time business performance.\nWrite intermediate to advanced SQL queries to analyze large datasets and uncover actionable trends.\nMonitor and report on key KPIs across verticals like Grocery and Food.\nAnalyze conversion funnels, pricing impact, and reliability metrics to improve performance across Grocery and DineOut.\nPartner with category managers to identify operational bottlenecks and customer drop-offs, and provide data-backed recommendations.\nSupport the growth of Careem Plus by analyzing subscriber behavior, churn, retention, and engagement metrics.\nAssist in designing and evaluating campaigns to drive adoption of Careem Plus across multiple verticals.\nRun A/B tests and promo experiments to optimize discounts and feature launches for both customer value and business ROI.\nCollaborate closely with marketing, product, and operations teams to answer day-to-day analytical questions and support strategic decisions.\nWhat You’ll Need\n2 years of experience in analytics roles within tech companies, startups, or other data-driven environments.\nStrong command of SQL, including window functions, joins, and data transformations on datasets.\nHands-on experience with BI tools like Tableau, Sheets, or Power BI to create and manage dashboards.\nA structured and analytical mindset, with the ability to think critically and solve problems independently.\nBonus: familiarity with Python (Pandas, NumPy) for analysis or workflow automation.\nExcellent communication skills and the confidence to share insights across both technical and non-technical teams.'}

Job is inserted: {'company': 'Careem', 'title': 'Senior Security Architect II', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3339324-senior-security-architect-ii', 'source\_site': 'Wellfound', 'description': "Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nWe are looking for a senior-level security architect who can help modernise our detection-and-response stack by embedding automation, advanced analytics, and Generative AI. You will design end-to-end architecture, spanning data pipelines, correlation engines, SOAR playbooks, LLM-powered assistants, and autonomous agents to cut analyst toil, accelerate mean-time-to-detect (MTTD) and mean-time-to-respond (MTTR), and raise overall cyber-resilience.\nWhat you'll do\nStrategy & Architecture\nOwn the technical roadmap for AI-powered detection & response across SIEM, XDR, etc.\nMap requirements to frameworks such as MITRE ATT&CK / D3FEND, NIST, CIS controls and ISO27001\nDetection Engineering\nResearch, prioritise, and prototype new detections that can be automated at scale, turning complex security data into high-fidelity signals.\nAutomation & Orchestration\nDesign playbooks and agent workflows that auto-triage, contain, and remediate validated threats.\nGenerative AI & ML\nBuild and tune LLM-based assistants (prompt/chain engineering, RAG, vector search) to summarise alerts, enrich context, and recommend response actions\nData & Telemetry\nArchitect scalable pipelines to ingest, transform, and store multi-petabyte security telemetry for real-time analytics\nThreat Hunting & Incident Response\nPartner with SOC to codify hunts, deploy behaviour analytics, and oversee major incidents, acting as Tier-3 escalation\nGovernance & Risk\nEnsure AI/automation solutions meet legal, privacy, and audit requirements; define human-in-the-loop guardrails and policy enforcement\nEvangelism & Mentorship\nChampion a culture of automation; coach engineers and analysts on secure coding, ML safety, and threat-informed defence\nWhat you’ll need\n10+ years in cybersecurity with 5+ years focused on detection engineering, incident response, or SOC automation in large-scale environments.\nDeep understanding of attacker TTPs, network & endpoint telemetry, and log analytics\nProven experience architecting SOAR or XDR solutions and shipping production-grade automations in Python, Go, or similar.\nHands-on with cloud platforms (AWS or Azure or GCP) security services\nStrong ML/AI expertise, data science workflow, vector DBs, model fine-tuning; familiarity with GenAI ecosystem (OpenAI, Gemini, Llama, etc.).\nAbility to translate business risk into technical requirements and influence senior stakeholders.\nExcellent communication and mentorship skills\nNice-to-Have\nExperience deploying agent-based GenAI frameworks that autonomously execute detection–investigation–response loops\nCertifications: CISSP, GIAC (GXPN, GDAT, GCTI), GCPN, or OCSP.\nFamiliarity with Infrastructure-as-Code (Terraform, CDK) and DevSecOps pipelines.\nBackground in regulatory environments (PCI-DSS, GDPR, HIPAA, UAE NESA, etc.)."}

Job is inserted: {'company': 'CloudTrucks', 'title': 'Senior Data Engineer', 'salary': '$130k – $165k', 'location': None, 'url': 'https://wellfound.com/jobs/3354508-senior-data-engineer', 'source\_site': 'Wellfound', 'description': 'The trucking industry is the backbone of the global economy. More than 70% of what we consume in the U.S. is moved by trucks. Those trucks are powered by over 3.5 million drivers per year and create over $700B in annual revenue. Trucking is a massive industry but it is a traditional industry and like many traditional industries, it is ripe for innovation.\nCloudTrucks is building the operating system for trucking and is the first platform specifically designed to empower truck drivers. Our all-in-one, “business in a box” solution optimizes and automates operations and accelerates cash-flow for drivers, so they can focus on building their business.\nThe Data team at CloudTrucks owns all business reporting end-to-end, and develops both internal and customer-facing, data analytics products in collaboration with Product development teams.\nAs a Senior Data Engineer, you’ll be responsible for maintaining and scaling our Data Infrastructure. You’ll also have the opportunity to collaborate with teams across the company, and support them with their data needs, from ingesting new data sources, to help them design the proper data architecture for more intricate features and reporting.\nExamples of projects that you may work on\nHelp engineering teams ingest data from 3rd party sources, in order to build pipelines that power user facing features.\nCollaborate with our Operations Data Analyst and Operations stakeholders to develop efficient and scalable data-driven solutions for their most pressing operational reporting.\nWork with our Data Analytics Engineer to audit and identify opportunities to scale our Data Infrastructure\nWork with Machine Learning Engineers and Data Scientists to support their ETL and data pipeline needs.\nLeverage existing tooling or introduce new tooling that helps Data Analysts version control their analyzes and iterate on it with an analytics as code mindset\nResponsibilities\nBuild, audit, and evolve data ingestion processes, always with performance and scalability in mind - we use a mix of Google Cloud Services, Airflow and Segment\nEvolve and scale our data warehouse\nAdd additional data, maintain an organize our data warehouse\nApply engineering best practices to our data transformation layer - we use Dataform from Google Cloud Services\nImprove the efficiency of our most demanding transformation queries with performant SQL code\nEnable operational analytics by syncing data to 3rd party tools, "closing the loop" in data circulation\nEnable operational analytics by syncing data to 3rd party tools. We have several integrations with 3rd party systems like Salesforce, Marketo, Heap and Segment\nBe the keystone for self-service analytics and data visualization\nManage data visualization in Looker; build and own mission critical dashboards\nSupport the organization to answer questions with data through training, tooling, process and your ingenuity\nCollaborate across the company to ensure the right data is available for all projects\nDefine, drive and own service level agreements for customer facing, as well as internal, data analytics products\nChampion data best practices across engineering, especially around efficiency, coding standards, data observability, data security and operations.\nOwn the Data Infrastructure roadmap, and work with the Head of Data Analytics to define the strategy for the data warehouse and data infrastructure\nCollaborate with software engineers on data needs for Machine Learning pipelines\nWhat we are looking for\n5+ years of experience working with data warehouses: building, monitoring, maintaining and scaling ETL pipelines, with a focus on data quality, integrity and security\nExpertise in software engineering principles - version control, code reviews, testing, CI - as well as git and command line interfaces\nExpertise in writing complex, efficient and DRY SQL code, as well as handling large data sets, preferably in Python, and identifying and resolving bottlenecks in production systems\nUnderstanding of data engineering architectures, tools and resources - databases, computation engines, stream processors, workflow orchestrators and serialization formats - especially cloud hosted and managed versions\nAn efficient, customer-focused approach to development, pursuing pragmatic solutions to deliver the best results\nExpertise with managing analytics, data engineering & visualization tools, Looker is preferred.\nStrong experience with GCP (BigQuery, Dataform) as well as with Airflow or other orchestration tooling\nStrong analytical skills with an ability to work both in with structured and unstructured datasets. Ability to perform data extraction, cleaning, analysis and presentation of insights both to technical and non-technical stakeholders\nDemonstrated ability to translate business requirements into technical solutions and actionable insights, while leveraging project management tools to successfully organize work and deliver results.\nStrong written, and verbal communication skills are paramount for this role\nComfortable working in the dynamic, collaborative environment of fast growth startup.\nNice to haves\nExperience with Python or R\nExperience with Salesforce architecture\nExperience working in Freight Operations or Logistics\nExperience working at high-growth startups. Preference for experience in consumer tech, marketplace, or SaaS industries.\nA bit about our culture\nWe value high autonomy, ownership, and delivering results - in short - whatever it takes to set our customers up for success. We encourage each other to push the envelope, execute quickly, and be resilient to failure. We also work occasional late nights or weekends to deliver an above-and-beyond customer experience, while respecting and celebrating each other\'s personal background, values and commitments. In return, we are well compensated, take pride in seeing outsized impact to our product, and have memorable experiences learning and growing alongside a truly exceptional set of peers.\n\*\*This role requires 4 days in office in San Francisco. Our work from home day is Friday.\*\nAbout CloudTrucks\nCloudTrucks is a virtual trucking carrier in the multi-billion dollar trucking space. Core to this industry are over 3.5M truck drivers. They move more than 70% of all goods transported around the U.S., yet operate in a highly fragmented industry with huge opportunities for products, services and automation. We strive to deliver solutions that help truck drivers operate with much greater efficiency, increase their revenue, and offload business complexity. We are looking for uniquely exceptional people to join us on our journey as we massively scale into an industry-defining business.\nWe provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.'}

Job is inserted: {'company': 'CloudTrucks', 'title': 'Data Analyst - GTM', 'salary': '$130k – $165k', 'location': None, 'url': 'https://wellfound.com/jobs/3354503-data-analyst-gtm', 'source\_site': 'Wellfound', 'description': "The trucking industry is the backbone of the global economy. More than 70% of what we consume in the U.S. is moved by trucks. Those trucks are powered by over 3.5 million drivers per year and create over $700B in annual revenue. Trucking is a massive industry but it is a traditional industry and like many traditional industries, it is ripe for innovation.\nCloudTrucks is building the operating system for trucking and is the first platform specifically designed to empower truck drivers. Our all-in-one, “business in a box” solution optimizes and automates operations and accelerates cash-flow for drivers, so they can focus on building their business.\nThe Data Analytics team at CloudTrucks owns all business reporting end-to-end, and develops both internal and customer-facing, data analytics products in collaboration with Product development teams.\nAs a Data Analyst supporting the Go-To-Market (GTM) teams at CloudTrucks, you’ll have the opportunity to work with multiple teams across the company, including Sales, RevOps, Marketing and Growth Engineering. You’ll own data pipelines, reporting and in-depth analyses that help these teams make day-to-day product and business decisions.\nExamples of projects that you may work on\nGrowth Engineering Our Growth engineering team has the mission to scale our driver onboarding flow. As a data analyst, you’ll play a key role helping PMs and engineers build metrics to ensure they have adequate visibility into the onboarding flow, help them define, run and measure experiments and gather insights about future product improvements.\nMarketing Our Marketing team is focused on driver acquisition. As a data analyst, you’ll have the opportunity to work closely with them to continue building and improving our Marketing Attribution models, and provide insights into the Marketing funnel and campaign performance.\nRevOps Our RevOps team works closely with Sales to onboard drivers to CloudTrucks. As a data analyst, you’ll have the opportunity to help the team track and measure each step of the sales funnel and look for opportunities where processes can be improved. You’ll be able to combine sales and product data to do in-depth analysis and provide insights into funnel performance, define, build and monitor revenue impact metrics.\nResponsibilities\nOwn end-to-end reporting from building the data pipeline to data visualization.\nBuild data pipelines to support both internal and customer facing products, and collaborate with Product development teams to launch and measure success.\nWork cross-functionally to build KPIs, and develop complex transformative analyses that help teams improve their processes, make product and business decisions.\nCommunicate insights and recommendations to a broader audience, include technical and non-technical stakeholders.\nWhat we are looking for\n3+ years of experience as an analyst\nInterest in Freight Industry\nExperience helping GTM teams (Marketing, Sales, RevOps, Growth) make better data-driven decisions\nStrong working knowledge of SQL and experience with Business Intelligence tools (Looker, Heap, Amplitude)\nExperience building and maintaining Marketing Attribution Models and measuring campaign performance. Alternatively, strong working experience with MMP tools (Mobile Measuring Partner tools, like Singular, Adjust, AppFlyer)\nExperience working with Ad Network data\nExperience working directly with Sales and RevOps teams, with strong familiarity with sales motions and sales KPIs\nStrong working experience with CRM tools like Salesforce or HubSpot\nExposure to software engineering principles - version control, code reviews, unit testing.\nStrong interpersonal skills and ability to work cross-functionally.\nExperience working alongside both technical and non-technical teams.\nAbility to communicate and influence both technical and non-technical audiences.\nA natural curiosity and comfort trying new things that may not have existing playbooks.\nAn intrinsic drive to automate menial or low value tasks.\nNice to haves\nExperience with Python or R\nExperience with data pipeline development tools like dbt, dataform\nExperience working in Freight Operations or Logistics\nExperience with Data Integration tools like Fivetran, Polytomic, Segment\nExperience with Lifecycle Marketing tools like Marketo or Braze\nExperience with Marketing Operations\nExperience working at high-growth startups. Preference for experience in consumer tech, marketplace, or SaaS industries.\nA bit about our culture\nWe value high autonomy, ownership, and delivering results - in short - whatever it takes to set our customers up for success. We encourage each other to push the envelope, execute quickly, and be resilient to failure. We also work occasional late nights or weekends to deliver an above-and-beyond customer experience, while respecting and celebrating each other's personal background, values and commitments. In return, we are well compensated, take pride in seeing outsized impact to our product, and have memorable experiences learning and growing alongside a truly exceptional set of peers.\nSalary Range\n$130,000 - $165,000\nActual compensation packages depends on various factors including geographical location and review of experience, knowledge, skills, abilities of the applicant. At CloudTrucks certain roles are eligible for benefits and additional rewards. These rewards are allocated based on individual impact in role. In addition, certain roles also have the opportunity to earn sales incentives based on revenue or utilization, depending on the terms of the plan and the employee’s role.\n\*\*This role requires 4 days in office in San Francisco. Our work from home day is Friday.\*\nAbout CloudTrucks\nCloudTrucks is a virtual trucking carrier in the multi-billion dollar trucking space. Core to this industry are over 3.5M truck drivers. They move more than 70% of all goods transported around the U.S., yet operate in a highly fragmented industry with huge opportunities for products, services and automation. We strive to deliver solutions that help truck drivers operate with much greater efficiency, increase their revenue, and offload business complexity. We are looking for uniquely exceptional people to join us on our journey as we massively scale into an industry-defining business.\nWe provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws."}

Job is inserted: {'company': 'Koda Health', 'title': 'Senior Data Analyst', 'salary': '$85k – $95k', 'location': None, 'url': 'https://wellfound.com/jobs/3362219-senior-data-analyst', 'source\_site': 'Wellfound', 'description': "You’ll be our first dedicated Data Analyst and a pivotal force in transforming how we use data across the company. You’ll report directly to the Chief Medical Officer and partner closely with clinical operations, product, and client success to turn raw healthcare and operational data into actionable insights.\nYou'll have the opportunity to help define and shape our data culture from Day 1. This is a high-impact opportunity for someone who thrives in ambiguity, wants to build scalable data systems from the ground up, and is passionate about improving patient outcomes through intelligent data use.\nWhat You'll Do\nClaims & Risk Stratification\nBuild and maintain predictive models and dashboards for early identification of vulnerable members\nCollaborate with clinical operations to shape proactive care strategies\nClient Reporting & Insights\nBuild custom dashboards and reports for our health plan and provider partners\nTrack and visualize performance metrics, trends, and program ROI\nPartner with the customer success team to translate findings into compelling narratives\nClinical & Operational Optimization\nAnalyze workflows and performance across clinical teams\nIdentify bottlenecks and opportunities to improve efficiency and quality of care delivery\nBuild tools to support decision-making in day-to-day operations\nRequirements\n4-6+ years experience in data analysis, ideally in a venture-backed healthtech B2B SaaS environment\nStrong skills and experience with BI tools (e.g., Metabase, Tableau, GoodData)\nExperience working with healthcare claims, clinical workflows, or EHR/EMR data a big plus\nStrong communicator who can translate complex analyses into clear, actionable insights\nComfortable wearing multiple hats — this is a build-from-scratch role\nDeep sense of ownership and a bias toward action\nDue to contractual obligations involving Protected Health Information (PHI), candidates must be physically located in the United States\nBonus Points\nAbility to lead efforts in data cleaning, normalization, and validation\nAbility to setup up pipelines and data QA checks to improve reliability and scale\nAbility to do ad hoc analysis on raw data using SQL, Python or R\nExperience with AI/ML models in a production or prototyping context.\nFamiliarity with healthcare risk adjustment or value-based care models.\nExposure to HIPAA-compliant data environments and security best practices\nPrior experience in an early-stage Series A/B startup environment.\nBenefits\nBase salary of $85,000-$95,000, plus bonus opportunities\nEquity options, ensuring you share in our success\nFlexible, Unlimited Paid Time Off\nGreat medical, dental, and vision coverage\n401k options\nYearly personal development budget that can be used for books, courses, trainings, and more\nAnnual company and team events"}

Job is inserted: {'company': 'Draup', 'title': 'Data Analyst', 'salary': None, 'location': 'In office • Benagalu', 'url': 'https://wellfound.com/jobs/3358764-data-analyst', 'source\_site': 'Wellfound', 'description': "Designation: Data Analyst II/III\nEducational Qualifications: B.E./B. Tech from tier A university + Computer Science/Electrical Engineering Preferred\nExperience: 2-4 Years Total; 0-1 Years in a Startup/Product Company\nJob Objective\nIn the dynamic role of Data Analyst II/III, you will be instrumental in architecting sophisticated data models for the Draup platform. This position is a unique amalgamation of Data Analysis and Business Analysis, placing you at the nexus of technical proficiency and strategic business acumen. You will collaborate closely with Product Managers, playing a pivotal role in deciphering and addressing complex challenges within the Talent Intelligence and Sales Enablement Intelligence domains. Your contributions will be crucial in shaping data-driven strategies that enhance our platform's capabilities.\nJob Overview\nAs a key member of our team, you will engage intimately with clients, harnessing the vast potential of Draup's Big Data assets to develop data models tailored to specific business use cases. This role demands not just technical skill but a zest for embracing and solving a diverse array of problems daily. You will be expected to exhibit leadership qualities and provide mentorship to your peers, fostering a collaborative and knowledge-sharing environment. An ideal candidate should have a strong entrepreneurial and analytical attitude, with the capability to work in a high intensity fast paced startup environment.\nPrimary Responsibilities:\n• Innovative Data Model Creation: As the creative force behind new data models, you will engage in the entire lifecycle of model development. This includes conducting in-depth research to understand complex business problems, experimenting with unique solutions, meticulously cleaning data, and constructing robust data models. You will also rigorously test the outcomes, ensuring they meet high standards of accuracy and reliability.\n• Tech Stack Mastery: Show enthusiasm and agility in mastering Draup's cutting-edge technology stack. This opportunity allows you to expand your technical horizons and work at the forefront of industry advancements.\n• Business Pipeline Ownership: Take full responsibility for the business pipeline and the outputs of your models. You will continually refine and enhance these models, aiming to maximize their effectiveness and impact on business decisions.\n• Analytical Problem Solving: Tackle industry-specific challenges using a blend of analytical prowess and logical reasoning. Your approach to problem-solving will be methodical, yet innovative, driving significant advancements in the field.\n• Optimized Script Writing: Write scripts that are not just functional but also optimized for big data environments, ensuring efficiency and scalability.\n• Automating Data Processes: Develop and implement automation strategies for data processes, enhancing efficiency and reducing manual intervention in data handling and analysis.\n• Mentorship and Team Development: Foster team growth by exhibiting strong mentorship skills. Your ability to guide and inspire colleagues will be instrumental in elevating the team's overall expertise and performance.\n• Cross-Team Collaboration: Engage actively with Product Managers and other teams. Your collaboration will be key in integrating the models you develop into the system seamlessly.\n• Continuous Output Improvement: Proactively identify and troubleshoot output errors. Your commitment to excellence involves consistently refining and upgrading

model outputs to ensure the highest quality.\nRequired Skills and Personal Attributes\n• Communication: Showcase your ability to communicate complex ideas concisely, precisely, and accurately, making technical concepts accessible to a diverse audience.\n• SQL Expertise: Proficiency in SQL is crucial, enabling you to manage and manipulate large datasets efficiently.\n• Programming Skills: Bring your Python programming skills to the table, creating sophisticated algorithms that drive innovative solutions.\n• Big Data: Experience with Spark will be key in managing and analyzing vast data sets effectively.\n• Excel Proficiency: Your ability to leverage Microsoft Excel for data analysis and visualization is essential. An intermediate level of proficiency is mandatory, but the more expert, the better!\n• Cloud Platform Experience: Familiarity with cloud platforms, especially AWS, is highly desirable, facilitating the handling of large-scale data operations in a cloud environment.\n• Automation Skills: Skills in automating data processes, using scripting languages to streamline workflows and increase efficiency.\n• Machine Learning Knowledge: Familiarity with machine learning techniques and tools, enabling the creation of predictive models and sophisticated data analysis.\n• Statistical and Analytical Expertise: Demonstrate strong statistical knowledge and problem-solving skills, crucial for analyzing data and deriving meaningful insights.\n• Data Visualization Tools Knowledge: While not mandatory, knowledge of data visualization tools such as Tableau or Power BI is a significant plus, enabling you to present data in an engaging and informative manner."}

Job is inserted: {'company': 'Draup', 'title': 'Data Analyst', 'salary': None, 'location': 'In office • Benagalu', 'url': 'https://wellfound.com/jobs/3348524-data-analyst', 'source\_site': 'Wellfound', 'description': 'Job Description : Data Analyst\nLocation: Bengaluru\nJob Summary:\nWe are seeking a highly motivated Data Analyst to join our growing team. This role involves analyzing complex datasets, generating actionable insights, and supporting data-driven decision-making across various business functions. You will work closely with cross-functional teams to help optimize performance and improve business outcomes.\nKey Responsibilities:\nWork closely with engineering teams on data availability and quality.\nAnalyze large and complex datasets to identify trends, patterns, and actionable insights.\nTrack KPIs and performance metrics to support operational and strategic decision-making.\nTranslate business needs into data analysis problems and deliver clear, actionable insights.\nConduct root cause analysis on business challenges using structured data approaches.\nCommunicate data insights effectively through presentations and reports.\nIdentify gaps in data and opportunities for process automation.\nDevelop and maintain documentation of reports, dashboards, and analytics processes.\nQualifications:\nBachelor’s degree in engineering, Statistics, Computer Science, Business, Economics, or a related field.\n1-2+ years of professional experience in a Data Analyst or Business Analyst role.\nProficiency in SQL is mandatory.\nExperience with Python (Pandas, Numpy)/R for data analysis is mandatory.\nStrong Excel/Google Sheets skills.\nExperience with data visualization tools (Tableau, Power BI, Looker, or Superset) is an additional plus.\nStrong Excel/Google Sheets skills.\nBasic understanding of statistical methods (descriptive stats, hypothesis testing).\nKnowledge of PySpark is an additional plus.\nKey Skills:\nAnalytical Thinking & Problem-Solving\nCommunication & Presentation Skills\nData Storytelling\nAttention to Detail'}

Job is inserted: {'company': 'Riskified', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3329303-data-analyst', 'source\_site': 'Wellfound', 'description': None}

Job is inserted: {'company': 'Riskified', 'title': 'Fraud Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3337917-fraud-data-analyst', 'source\_site': 'Wellfound', 'description': "About Us\nRiskified empowers businesses to unleash ecommerce growth by taking risk off the table. Many of the world’s biggest brands and publicly traded companies selling online rely on Riskified for guaranteed protection against chargebacks, to fight fraud and policy abuse at scale, and to improve customer retention. Developed and managed by the largest team of ecommerce risk analysts, data scientists and researchers, Riskified’s AI-powered fraud and risk intelligence platform analyzes the individual behind each interaction to provide real-time decisions and robust identity-based insights. Riskified is proud to work with incredible companies in virtually all industries including Booking.com, Acer, Gucci, Lorna Jane, GoPro, and many more.\nWe thrive in a collaborative work setting, alongside great people, to build and enhance products that matter. Abundant opportunities to create and contribute provide us with a sense of purpose that extends beyond ourselves, leaving a lasting impact. These sentiments capture why we choose Riskified every day.\nAbout the Role\nAs a fraud analytics expert, you will collaborate closely with internal teams such as Product and Data Science. Your main responsibilities will include preventing large-scale fraud events and researching fraud behavior patterns to optimize model performance. You will apply your operational fraud experience to develop and implement features and tools directly into our production decision engine.\nWhat You'll Be Doing\nBecome an expert in Card-Not-Present fraud prevention through hands-on analysis of live data on Riskified's fraud detection platforms.\nUtilize your analytical experience to identify and prevent emerging fraud patterns in production using our ML detection tools.\nGenerate actionable insights for implementation in production, enabling the decision engine to identify and decline fraudulent orders for our merchants.\nDevelop leads for integration into Riskified’s fraud detection tools.\nAutomate analytical processes for fraud detection, documentation, and data visualization.\nDeliver in-depth analytical findings and employ advanced technical approaches for presentations to both technical and non-technical stakeholders.\nQualifications\n2+ years of experience in the fraud domain\n2+ years of hands-on experience with SQL, R, or Python\nStrong analytical skills with the ability to interpret complex data\nProven ability to manage multiple projects and tasks concurrently\nBachelor's degree, preferably in a highly-quantitative field (e.g., mathematics, statistics, computer science, natural sciences), economics, or business administration\nFluent in written and verbal English\nHands-on experience with Looker or Databricks - Preferred\nLife at Riskified\nWe are a fast-growing and dynamic tech company with 750+ team members globally. We value collaboration and innovative thinking. We’re looking for bright, driven, and passionate people to grow with us.\nOur Tel-Aviv team is currently working in a hybrid of remote and in-office work. We have recently moved to our new space in Tel Aviv - check it out here!\nSome of our Tel Aviv Benefits & Perks:\nEquity for all employees, Keren Hishtalmut, pension\nPrivate medical insurance, extra time off for parents and caregivers\nCommuter and parking benefits\nTeam events, fully-stocked kitchen,lunch stipend, happy hours, yoga, pilates, functional training, basketball, soccer\nWide-ranging opportunities to volunteer and make an impact\nCommitment to your professional development with global onboarding, skills-based courses, full access to Udemy, lunch & learns\nAwesome Riskified gifts and swag!\nIn the News\nGeektime: Riskified Goes Public\nWalla!: Happy Hour at the Riskified Offices\nGeektime Insider: A look at Riskified Tel Aviv\nGlobes: Riskified to contribute the highest amount up to date to Tmura\nGlobes: Riskified is among Israel’s fastest growing companies\nTechCrunch: Riskified Prevents Fraud on Your Favorite E-commerce Site\nRiskified is deeply committed to the principle of equal opportunity for all individuals. We do not discriminate based on race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, or any other status protected by law."}

Job is inserted: {'company': 'Riskified', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/2883278-data-analyst', 'source\_site': 'Wellfound', 'description': "About Us\nRiskified empowers merchants and shoppers to realize the full potential of eCommerce by making it safe, accessible, and frictionless. Our global team helps the world’s most-innovative eCommerce merchants eliminate risk and uncertainty from their business. Merchants integrate Riskified’s machine learning platform to create trusted customer relationships, driving higher sales while reducing costs. Riskified has reviewed hundreds of millions of transactions and approved billions of dollars of revenue for global brands and fast-growing businesses across industries, including Wayfair, Wish, Peloton, Gucci, and many more. As of July 29th, 2021, Riskified has begun trading on NYSE under the ticker RSKD.\nAbout the Role\nJoin our global analytics team at Riskified as we expand our operations in TLV! We're on the lookout for a Data Analyst in TLV to play a pivotal role in our Product Ops analytics Team. You will take a significant part in research, product development, product design and creating automated analytical solutions for internal and external use cases in a super-dynamic environment and stand at the forefront of Riskified’s work. You’ll leverage your analytical skills and knowledge of our product to provide meaningful insights to our Merchants, Product Managers, Data Science, and Dev teams.\nWhat You'll Be Doing\nConduct an in-depth analysis of the most productive ways our customers can utilize Riskified’s solution, including identifying upsell opportunities\nProvide strategic analysis and critical thinking as we plan long-term expansion\nResearch and explore data, using high-level analytical tools in a high-level technical environment\nShare deep analysis conclusions and sophisticated technical methods in a clear manner to both technical and non-technical audiences\nCooperate with various teams within Riskified (Account managers, Product Managers and Account Executives) to enhance processes and meet customers’ needs\nMaster the online fraud prevention domain through hands-on analysis of live data\nQualifications\n2 + years of hands-on experience as a Data Analyst in tech companies\nProven expertise in complex SQL queries and analysis tools such as R and Python- A Must\nStrong analytical skills and experience analyzing complex data\nA bachelor's degree in a quantitative field (e.g. mathematics, statistics, computer science, economics, natural sciences)\nSelf Driven, highly motivated and independent worker\nProblem-solver with critical thinking skills\nAbility to work simultaneously on different tasks and lead multiple projects\nGreat written and verbal communication skills in English\nLife at Riskified\nWe are a fast-growing and dynamic tech company with 750+ team members globally. We value collaboration and innovative thinking. We’re looking for bright, driven, and passionate people to grow with us.\nOur Tel-Aviv team is currently working in a hybrid of remote and in-office work. We have recently moved to our new space in Tel Aviv - check it out here!\nSome of our Tel Aviv Benefits & Perks:\nEquity for all employees, Keren Hishtalmut, pension\nPrivate medical insurance, extra time off for parents and caregivers\nCommuter and parking benefits\nTeam events, fully-stocked kitchen,lunch stipend, happy hours, yoga, pilates, functional training, basketball, soccer\nWide-ranging opportunities to volunteer and make an impact\nCommitment to your professional development with global onboarding, skills-based courses, full access to Udemy, lunch & learns\nAwesome Riskified gifts and swag!\nIn the News\nGeektime: Riskified Goes Public\nWalla!: Happy Hour at the Riskified Offices\nGeektime Insider: A look at Riskified Tel Aviv\nGlobes: Riskified to contribute the highest amount up to date to Tmura\nGlobes: Riskified is among Israel’s fastest growing companies\nTechCrunch: Riskified Prevents Fraud on Your Favorite E-commerce Site\nRiskified is deeply committed to the principle of equal opportunity for all individuals. We do not discriminate based on race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, or any other status protected by law."}

Job is inserted: {'company': 'O Positiv', 'title': 'Sr. Data Analyst', 'salary': '$100k – $130k', 'location': None, 'url': 'https://wellfound.com/jobs/3367844-sr-data-analyst', 'source\_site': 'Wellfound', 'description': "Your Role\nThe Data & Analytics team plays a critical role in the success of O Positiv. The team identifies actionable and impactful insights through high quality analysis, builds new analytical capabilities and processes, supports effective executive decision making, and maintains accurate dashboards and databases. The team works on our most important analytical questions and operates highly collaboratively with our Marketing, Operations, Product, Finance, Retail, and Strategy teams.\nThe Senior Data Analyst will lead essential analysis across multiple functions and solve a broad range of critical and complex problems. The role reports directly to O Positiv’s Data & Analytics Director. The ideal candidate will be data-driven, analytical, creative, detail oriented, organized, an effective communicator, and highly collaborative.\nResponsibilities and Duties:\nBuild, maintain, and upgrade dashboards that drive daily decision making and optimization\nAnalyze Marketing, Operations, Product, Finance, Retail, and Strategy data to identify opportunities for improvement and growth\nDesign and implement data models that support the organization's business requirements\nDevelop and implement robust data quality assurance processes to maintain high standards of accuracy, completeness, and consistency across datasets\nContribute to the formulation and execution of data strategies aligned with organizational goals\nQualifications and Skills\nExperience:\nBachelor’s Degree in Computer Science, Engineering, Economics, or a related field\n3+ years in data / analytics / product management roles\nProficiency in SQL\nSome experience with Statistics, Python, or R\nExperience in our tech stack or similar tools (DBT, Snowflake, Sigma Computing)\nLogical, structured, and analytical approach to problem solving\nExcellent communication and interpersonal skills\nInterpersonal:\nAbility to work effectively with different groups of individuals – a team player\nAbility to manage multiple moving pieces – hard working, organized, and results oriented individual\nStrong time management and prioritization skills\nStartup / e-commerce experience or passion is a bonus\nHours and Compensation\nThe anticipated base compensation range for this role will be 100,000-130,000. Compensation will be commensurate with the candidate’s experience and local market rates.\nJob Type: Full-time\nPay based on prior experience\nPosition will be based out of Santa Monica, Los Angeles - in person (Mon-Thurs in office/Friday remote)\nBenefits & Perks\nFlexible PTO, Sick Days, and Wellness Days\nMonthly Social Hours\nMedical, Vision, and Dental Coverage\n401K with matching\n$50/month Fitness Reimbursement + Up to $1,800 in annual wellness benefits\nAn environment of collaboration, high performance, & respect amongst all employees and managers"}

Job is inserted: {'company': 'Metropolis', 'title': 'Senior Data Analyst', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3361925-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'The Company Metropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nThe Data team at Metropolis is seeking a highly motivated individual to contribute to the vision and development of the next generation of analytic data tools for our internal and external customers. In this role, you will work closely with business partners to understand their data needs, gather requirements, identify data and reporting solutions, and collaborate with the data engineering teams to prioritize, develop and deliver on the data and reporting solutions. We are looking for someone who has strong Product instincts and understands how to create insights and not just reports.\nYou will rely on your skills as an excellent communicator to collaborate with stakeholders in Product, Engineering, Sales, Operations and Growth to understand their data needs and build solutions that help drive business impact. In addition to interfacing with non-technical team members, you will rely on your strong technical skills to collaborate with Senior and Staff engineers in the Application Development and Platform Engineering teams to ensure that the products that they are building are compatible with Data Analytics best practices.\nYou will use your strong problem-solving skills to dig into performance issues and ensure that all analytics we create meet our SLAs. We want you to evangelize best practices when it comes to Data Analytics and Data Engineering and help build a best-in-class Data Warehouse platform.\nResponsibilities\nServe as the primary data partner for key business teams, helping them define their analytics roadmaps and prioritize projects that drive business value.\nDevelop data visualizations, dashboards, and reports using Tableau to provide teams with actionable insights.\nCraft complex SQL queries and perform ad hoc analysis to answer critical business questions and evaluate the impact of new features.\nTranslate complex data findings into clear, compelling stories for both technical and non-technical audiences.\nContribute to the evolution of the data warehouse by collaborating with Data Engineering teams.\nBuild and maintain the Data Catalog or Data Dictionary to support data discovery and ensure data governance.\nEstablish best practices and guidelines for data quality, privacy, and access control.\nIdentify opportunities to improve the analytics platform\'s performance and report usage.\nCollaborate with engineering teams to define service level agreements (SLAs) for data products.\nMentor and guide junior members of the data team. Qualifications\nBachelor\'s degree in a STEM field or equivalent.\n7+ years of experience in an Analytics or Business Intelligence role.\n5+ years of experience performing complex data analysis and demonstrating mastery with SQL.\n5+ years of experience developing visualizations and dashboards in Tableau or a similar BI tool.\n3+ years of experience using dbt and Snowflake.\nExpertise in relational and dimensional database structures, principles, and best practices.\nProven ability to collaborate with Data Engineering teams to architect a data platform.\nExperience working in Agile SCRUM teams.\nStrong project management and independent work skills.\nThe ideal candidate is excited to work in a fast-paced, dynamic startup environment. \*When you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows. The anticipated base salary for this position is $145,000.00 to $175,000.00 annually. The actual base salary offered is determined by a number of variables, including, as appropriate, the applicant\'s qualifications for the position, years of relevant experience, distinctive skills, level of education attained, certifications or other professional licenses held, and the location of residence and/or place of employment. Base salary is one component of Metropolis’s total compensation package, which may also include access to or eligibility for healthcare benefits, a 401(k) plan, short-term and long-term disability coverage, basic life insurance, a lucrative stock option plan, bonus plans and more. \*\n#LI-AR1 #LI-Onsite'}

Job is inserted: {'company': 'Metropolis', 'title': 'Senior Data Analyst', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3361924-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'The Company Metropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nThe Data team at Metropolis is seeking a highly motivated individual to contribute to the vision and development of the next generation of analytic data tools for our internal and external customers. In this role, you will work closely with business partners to understand their data needs, gather requirements, identify data and reporting solutions, and collaborate with the data engineering teams to prioritize, develop and deliver on the data and reporting solutions. We are looking for someone who has strong Product instincts and understands how to create insights and not just reports.\nYou will rely on your skills as an excellent communicator to collaborate with stakeholders in Product, Engineering, Sales, Operations and Growth to understand their data needs and build solutions that help drive business impact. In addition to interfacing with non-technical team members, you will rely on your strong technical skills to collaborate with Senior and Staff engineers in the Application Development and Platform Engineering teams to ensure that the products that they are building are compatible with Data Analytics best practices.\nYou will use your strong problem-solving skills to dig into performance issues and ensure that all analytics we create meet our SLAs. We want you to evangelize best practices when it comes to Data Analytics and Data Engineering and help build a best-in-class Data Warehouse platform.\nResponsibilities\nServe as the primary data partner for key business teams, helping them define their analytics roadmaps and prioritize projects that drive business value.\nDevelop data visualizations, dashboards, and reports using Tableau to provide teams with actionable insights.\nCraft complex SQL queries and perform ad hoc analysis to answer critical business questions and evaluate the impact of new features.\nTranslate complex data findings into clear, compelling stories for both technical and non-technical audiences.\nContribute to the evolution of the data warehouse by collaborating with Data Engineering teams.\nBuild and maintain the Data Catalog or Data Dictionary to support data discovery and ensure data governance.\nEstablish best practices and guidelines for data quality, privacy, and access control.\nIdentify opportunities to improve the analytics platform\'s performance and report usage.\nCollaborate with engineering teams to define service level agreements (SLAs) for data products.\nMentor and guide junior members of the data team. Qualifications\nBachelor\'s degree in a STEM field or equivalent.\n7+ years of experience in an Analytics or Business Intelligence role.\n5+ years of experience performing complex data analysis and demonstrating mastery with SQL.\n5+ years of experience developing visualizations and dashboards in Tableau or a similar BI tool.\n3+ years of experience using dbt and Snowflake.\nExpertise in relational and dimensional database structures, principles, and best practices.\nProven ability to collaborate with Data Engineering teams to architect a data platform.\nExperience working in Agile SCRUM teams.\nStrong project management and independent work skills.\nThe ideal candidate is excited to work in a fast-paced, dynamic startup environment. \*When you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows. The anticipated base salary for this position is $145,000.00 to $175,000.00 annually. The actual base salary offered is determined by a number of variables, including, as appropriate, the applicant\'s qualifications for the position, years of relevant experience, distinctive skills, level of education attained, certifications or other professional licenses held, and the location of residence and/or place of employment. Base salary is one component of Metropolis’s total compensation package, which may also include access to or eligibility for healthcare benefits, a 401(k) plan, short-term and long-term disability coverage, basic life insurance, a lucrative stock option plan, bonus plans and more. \*\n#LI-AR1 #LI-Onsite'}

Job is inserted: {'company': 'Metropolis', 'title': 'Data Scientist', 'salary': '$145k – $175k', 'location': None, 'url': 'https://wellfound.com/jobs/3345334-data-scientist', 'source\_site': 'Wellfound', 'description': 'The Company\nMetropolis is an artificial intelligence company that uses computer vision technology to enable frictionless, checkout-free experiences in the real world. Today, we are reimagining parking to enable millions of consumers to just "drive in and drive out." We envision a future where people transact in the real world with a speed, ease and convenience that is unparalleled, even online. Tomorrow, we will power checkout-free experiences anywhere you go to make the everyday experiences of living, working and playing remarkable - giving us back our most valuable asset, time.\nThe Role\nWe are looking for a highly motivated and analytical Data Scientist to join our growing data team. You will play a key role in extracting insights from large datasets, building predictive models, and supporting data-driven decision-making across departments.\nLocation: Bangalore\n\nExperience : 3+\nResponsibilities\nCollect, process, and analyze large datasets from multiple sources\nBuild and deploy machine learning models to solve business problems\nDesign and implement A/B tests and statistical analyses\nCollaborate with cross-functional teams (product, engineering, marketing) to define analytics requirements\nCommunicate complex data insights in a clear and actionable manner to stakeholders\nDevelop dashboards and visualizations to monitor key metrics\nStay current with the latest trends and technologies in data science and AI\nRequired Skills & Qualifications\nBachelor’s/Master’s degree in Computer Science, Mathematics, Statistics, or related field\n2+ years of proven experience as a Data Scientist or Data Analyst\nStrong knowledge of Python/R and SQL\nHands-on experience with machine learning frameworks (e.g., scikit learn, tensroflow, pytorch)\nExperience with big data tools (e.g., Spark, Hadoop) is a plus\nFamiliarity with data visualization tools\nStrong analytical, problem-solving, and communication skills\nPreferred Skills & Qualifications\nExperience with cloud platforms preferably AWS (S3, Sagemaker, Airflow etc)\nStrong SQL skills, with experience in Snowflake, MySQL, and PostgreSQL\nFamiliarity with data visualization tools (e.g., Tableau, Power BI, Looker)\nWhen you join Metropolis, you’ll join a team of world-class product leaders and engineers, building an ecosystem of technologies at the intersection of parking, mobility, and real estate. Our goal is to build an inclusive culture where everyone has a voice and the best idea wins. You will play a key role in building and maintaining this culture as our organization grows.'}

Job is inserted: {'company': 'Showpad', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3355523-data-analyst', 'source\_site': 'Wellfound', 'description': 'Location Qualifications: Ghent, hybrid working, 2 days a week in office (Tuesdays and Thursdays)\nPosition Overview:\nWe’re looking for a Data Analyst who’s excited to go beyond the basics — someone who thrives on tackling complex challenges, creating clear insights, and shaping the future of analytics at Showpad.\nAs a Data Analyst, you’ll play a pivotal role in our Data Science and Analytics team: owning impactful projects, and working closely with senior peers to solve real business problems. This is your chance to shine as both a builder and a learner in a high-growth, collaborative environment.\nKey Responsibilities:\nAs a Data Analyst, you’ll be a driving force behind Showpad’s data-driven culture. You’ll work on high-impact projects, deliver clear and actionable insights, and help shape the way our teams use data to make smarter decisions.\nData Analysis & Insights: Lead well-scoped analytics projects that uncover user behavior trends, product performance insights, and business opportunities.\nDashboard & Reporting: Design, build, and maintain dashboards and reports that help teams make informed decisions — all while keeping data quality front and center.\nData Transformation: Write clean, maintainable SQL and contribute to robust data pipelines and models that align with best practices.\nCollaboration: Partner with cross-functional teams including Product, Engineering, and Customer Success to support strategic goals with data.\nInnovation & Optimization: Identify automation opportunities and suggest improvements to tools, processes, and team workflows.\nQuality & Governance: Ensure data accuracy, consistency, and compliance with data privacy standards like GDPR.\nCommunication: Translate complex data into clear stories and present insights confidently to technical and non-technical stakeholders alike.\nWhat We’re Looking For:\nBachelor’s degree in Data Science, Statistics, Business Analytics, or related field (or equivalent experience).\n3–5 years of hands-on experience in data analytics or a similar role.\nProficiency in SQL for querying and transforming complex datasets.\nExperience with data visualization tools such as QuickSight, Power BI, or Tableau.\nEffective communicator who can simplify complex findings and present them clearly.\nA self-starter with strong problem-solving skills, eager to learn and contribute to a growing team.\nPlus Points:\nFamiliarity with data pipelines, ETL/ELT processes, and cloud data environments\nExperience/ curiosity about data science and advanced analytics techniques\nYou’ll Thrive Here If You:\nAre naturally curious and excited by solving tough data challenges.\nEnjoy both diving deep into data and collaborating with others to drive impact.\nHave a “quality-first” mindset and take pride in clean, reliable work.\nLike balancing technical ownership with opportunities to mentor and grow.\nCompany Highlights:\nFounded in 2011, Showpad is the world’s leading Enablement Operating System (eOS™). We align Sales and Marketing teams around impactful content and measurable engagement, enabling sellers to build unique buying experiences and continuously improve conversion rates. Sellers close more deals – faster – with Showpad.\nWith dual-headquarters in Ghent and Chicago, regional offices in London, Munich, Bucharest and Wroclaw, and remote hubs across the US and EMEA, Showpad is powered by a diverse global workforce of more than 400 people. Our employee value proposition centers around impact, purpose and belonging. Our culture is based on flexibility, trust and setting people up for success. At Showpad, we foster inclusion, innovate for impact and never stop to raise the bar. We take serious care of our people but never take ourselves too seriously.\nWhat you can expect from Showpad\nWe welcome every voice and are committed to building a truly inclusive environment where your differences are not just welcomed, they are celebrated. We’re building a best-in-class experience for our employees and are always identifying opportunities to encourage our team to be their authentic selves. Whether that’s paid parental leave, paid holidays (including Juneteenth and paid time off to vote), paid time off to volunteer at non-profit organizations, personal development opportunities or professional stretch assignments, you can expect Showpad to support you.\nWe are committed to creating a diverse and inclusive organization and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, or other dimensions of identity.\n#LI-CM1\n#LI-hybrid'}

Job is inserted: {'company': 'Showpad', 'title': 'Senior Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3355522-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'Senior Data Analyst\nLocation Qualifications: Ghent (hybrid, 2x week in office)\nPosition Overview:\nReady to turn data into powerful stories that shape product strategy? Join us, as our next Senior Data Analyst at the heart of innovation in our Design & Analytics Team and help drive data-informed decision-making. If you’re a data-savvy problem solver who loves transforming complex information into clear, actionable insights—this is your moment.\nAs a Senior Data Analyst, you’ll play a pivotal role owning impactful projects, and working closely with senior peers to solve real business problems. This is your chance to shine as both a builder and a learner in a high-growth, collaborative environment.\nKey Responsibilities:\nAs a Senior Data Analyst, you’ll own the analytics roadmap for a key product domain—guiding business impact from day one. This is more than dashboards: it’s about driving meaningful change through smart data models, dynamic reports, and sharp storytelling.\nYou will:\nLead full-cycle analytics projects from scoping to insight delivery\nDesign compelling dashboards and data visualisations using tools like QuickSight\nAct as the analytics go-to for product teams—aligning metrics to measurable outcomes\nDive deep into user behavior, product usage, and performance with advanced analytical techniques (regression, clustering, etc.)\nPartner with cross-functional teams to influence strategy, design, and user experience\nHelp build analytics-ready datasets in SQL & dbt that power our internal and external reporting\nWhat We’re Looking For:\n3+ years in a Data Analyst role, ideally in a fast-paced tech or SaaS environment\nProven ability to translate business questions into data-driven answers\nStrong SQL skills (experience with dbt = big bonus)\nA knack for turning complex datasets into compelling stories\nExperience working with data visualisation tools (QuickSight, Looker, Tableau, etc.)\nComfortable working with both structured & unstructured data\nPlus Points:\nBonus: Familiarity with AWS, in-product reporting, and ML techniques\nWhy This Role Rocks\nYou’ll work at the intersection of data and product innovation, helping create the future of user-facing reporting.\nAutonomy meets impact—you’ll shape the way our teams think about and use data every single day.\nJoin a collaborative, high-performing Analytics team that loves learning, building, and making data sing.\nCompany Highlights:\nFounded in 2011, Showpad is the world’s leading Enablement Operating System (eOS™). We align Sales and Marketing teams around impactful content and measurable engagement, enabling sellers to build unique buying experiences and continuously improve conversion rates. Sellers close more deals – faster – with Showpad.\nWith dual-headquarters in Ghent and Chicago, regional offices in London, Munich, Bucharest and Wroclaw, and remote hubs across the US and EMEA, Showpad is powered by a diverse global workforce of more than 400 people. Our employee value proposition centers around impact, purpose and belonging. Our culture is based on flexibility, trust and setting people up for success. At Showpad, we foster inclusion, innovate for impact and never stop to raise the bar. We take serious care of our people but never take ourselves too seriously.\nWhat you can expect from Showpad\nWe welcome every voice and are committed to building a truly inclusive environment where your differences are not just welcomed, they are celebrated. We’re building a best-in-class experience for our employees and are always identifying opportunities to encourage our team to be their authentic selves. Whether that’s paid parental leave, paid holidays (including Juneteenth and paid time off to vote), paid time off to volunteer at non-profit organizations, personal development opportunities or professional stretch assignments, you can expect Showpad to support you.\nWe are committed to creating a diverse and inclusive organization and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, or other dimensions of identity.\n#LI-CM1\n#LI-hybrid'}

Job is inserted: {'company': 'Showpad', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3272104-data-analyst', 'source\_site': 'Wellfound', 'description': 'Location Qualifications: Bucharest, hybrid working, 2 days a week in office (Tuesdays and Thursdays)\nPosition Overview:\nWe’re looking for a Data Analyst who’s excited to go beyond the basics — someone who thrives on tackling complex challenges, creating clear insights, and shaping the future of analytics at Showpad.\nAs a Data Analyst, you’ll play a pivotal role in our Data Science and Analytics team: owning impactful projects, and working closely with senior peers to solve real business problems. This is your chance to shine as both a builder and a learner in a high-growth, collaborative environment.\nKey Responsibilities:\nAs a Data Analyst, you’ll be a driving force behind Showpad’s data-driven culture. You’ll work on high-impact projects, deliver clear and actionable insights, and help shape the way our teams use data to make smarter decisions.\nData Analysis & Insights: Lead well-scoped analytics projects that uncover user behavior trends, product performance insights, and business opportunities.\nDashboard & Reporting: Design, build, and maintain dashboards and reports that help teams make informed decisions — all while keeping data quality front and center.\nData Transformation: Write clean, maintainable SQL and contribute to robust data pipelines and models that align with best practices.\nCollaboration: Partner with cross-functional teams including Product, Engineering, and Customer Success to support strategic goals with data.\nInnovation & Optimization: Identify automation opportunities and suggest improvements to tools, processes, and team workflows.\nQuality & Governance: Ensure data accuracy, consistency, and compliance with data privacy standards like GDPR.\nCommunication: Translate complex data into clear stories and present insights confidently to technical and non-technical stakeholders alike.\nWhat We’re Looking For:\nBachelor’s degree in Data Science, Statistics, Business Analytics, or related field (or equivalent experience).\n3–5 years of hands-on experience in data analytics or a similar role.\nProficiency in SQL for querying and transforming complex datasets.\nExperience with data visualization tools such as QuickSight, Power BI, or Tableau.\nEffective communicator who can simplify complex findings and present them clearly.\nA self-starter with strong problem-solving skills, eager to learn and contribute to a growing team.\nPlus Points:\nFamiliarity with data pipelines, ETL/ELT processes, and cloud data environments\nExperience/ curiosity about data science and advanced analytics techniques\nYou’ll Thrive Here If You:\nAre naturally curious and excited by solving tough data challenges.\nEnjoy both diving deep into data and collaborating with others to drive impact.\nHave a “quality-first” mindset and take pride in clean, reliable work.\nLike balancing technical ownership with opportunities to mentor and grow.\nCompany Highlights:\nFounded in 2011, Showpad is the world’s leading Enablement Operating System (eOS™). We align Sales and Marketing teams around impactful content and measurable engagement, enabling sellers to build unique buying experiences and continuously improve conversion rates. Sellers close more deals – faster – with Showpad.\nWith dual-headquarters in Ghent and Chicago, regional offices in London, Munich, Bucharest and Wroclaw, and remote hubs across the US and EMEA, Showpad is powered by a diverse global workforce of more than 400 people. Our employee value proposition centers around impact, purpose and belonging. Our culture is based on flexibility, trust and setting people up for success. At Showpad, we foster inclusion, innovate for impact and never stop to raise the bar. We take serious care of our people but never take ourselves too seriously.\nWhat you can expect from Showpad\nWe welcome every voice and are committed to building a truly inclusive environment where your differences are not just welcomed, they are celebrated. We’re building a best-in-class experience for our employees and are always identifying opportunities to encourage our team to be their authentic selves. Whether that’s paid parental leave, paid holidays (including Juneteenth and paid time off to vote), paid time off to volunteer at non-profit organizations, personal development opportunities or professional stretch assignments, you can expect Showpad to support you.\nWe are committed to creating a diverse and inclusive organization and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, or other dimensions of identity.\n#LI-CM1\n#LI-hybrid'}

Job is inserted: {'company': 'Blockchain.com', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3310167-data-analyst', 'source\_site': 'Wellfound', 'description': "Blockchain.com is the world's leading software platform for digital assets. Offering the largest production blockchain platform in the world, we share the passion to code, create, and ultimately build an open, accessible and fair financial future, one piece of software.\nWe are looking for a talented Data Analyst to join our Business Intelligence team. The group is part of a larger Data Science team, informing all product decisions and creating models and infrastructure to improve efficiency, growth, and security. To do this, we use data from various sources and of varying quality.\nWHAT YOU WILL DO:\nApply your expertise in data mining, and data visualization to extract insights that can inform our business and product decisions\nDesign, implement and describe to technical and non-technical stakeholders predictive and descriptive models of key business operations and outcomes\nCreate and maintain visualizations including dashboards, reports, and alerts\nWork together with the product and/or market teams to identify the key metrics to measure the different aspects of the business.\nIdentify and communicate data insights that improve the way we deliver consumer experience and meet business goals\nSource appropriate data to support the creation and implementation of product strategies\nWork across CS, Marketing and Product, help define retail customer segmentation and customer journey profiles\nWHAT YOU WILL NEED:\nBachelor’s/Master’s degree in STEM (Mathematics, Computer Science, Physics, Engineering, Economics) or equivalent experience\nProficiency with probability and statistics, including hypothesis testing, simulations, ANOVA, and Bayesian statistics\nProficiency in Python (or a similar data analytics scripting language) and SQL\nProficiency with relational and non-relational database systems\nProficiency in cloud platform development environments\nNICE TO HAVE:\nExperience with Crypto\nExperience with Financial Reporting or Accounting\nExperience with R, C++, Java, or other programming/scripting languages\n4+ years working in a similar role or function\nCOMPENSATION & PERKS\nCompetitive full-time salary based on experience and meaningful equity in an industry-leading company\nThis is a hybrid role based in our Palermo office, with a mandatory in-office presence four days per week.\nThe opportunity to be a key player and build your career at a rapidly expanding, global technology company in an exciting, emerging industry.\nPerformance-based bonuses\nApple equipment provided by the company\nWork from Anywhere Policy: You can work remotely from anywhere in the world for up to 20 days per year.\nBlockchain is committed to diversity and inclusion in the workplace and is proud to be an equal opportunity employer. We prohibit discrimination and harassment of any kind based on race, religion, color, national origin, gender, gender expression, sex, sexual orientation, age, marital status, veteran status, disability status or any other characteristic protected by law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, and apprenticeship. Blockchain makes hiring decisions based solely on qualifications, merit, and business needs at the time.\nYou may contact our Data Protection Officer by email at dpo@blockchain.com. Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment.\n\*Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States once you submit it through this site. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer will be subject to appropriate additional safeguards under the standard contractual clauses. \*\nYour personal data will be retained by Controller as long as Controller determines it is necessary to evaluate your application for employment. Under the GDPR, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.\n#LI-Hybrid"}

Job is inserted: {'company': 'Blockchain.com', 'title': 'Head of IR', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3326645-head-of-ir', 'source\_site': 'Wellfound', 'description': 'Blockchain.com is on a mission to empower anyone in the world to control their own money. As a crypto industry leader since 2011, Blockchain.com plays a role in almost every major crypto business: from trading, to the most widely-used bitcoin wallet, to a foundational source of crypto data, to a robust global institutional business with billions in flow.\nWe are looking for a Head of IR based in Dallas, TX and reporting directly to Blockchain.com’s President. The Head of Investor Relations will work across legal, finance and comms functions and lead the company’s efforts to build and maintain strong relationships with investors, analysts, and key stakeholders in the financial and crypto ecosystems. This strategic role will be responsible for crafting clear, compelling narratives about the company’s performance, growth strategy, and market position. The ideal candidate will have deep experience in capital markets and communications, with a strong understanding of the crypto industry and its regulatory landscape.\nThis leader will also manage raising capital across equity, credit, ventures and smart beta; enhancing stakeholder and investor engagement; developing IR marketing; and leading the IR team, plus such other duties may from time to time be assigned to you by the Company.\nWHAT YOU WILL DO\nResponsible for all investor-related communications, with the goal of strengthening and broadening relationships with the investor base\nDevelop and articulate a clear, compelling firm story, product potential, financials, and growth strategy to investors\nCollaborate cross-functionally to create investor-facing materials\nEstablish standardised internal procedures for investor document production and version-control\nEnsure consistent messaging and build a centralised function for all investor-related communications, queries and strategic investor-related plans\nSet investor guidance and expectation management, with the goal of keeping investors informed on market and industry specific changes\nCollect information and data points for industry trends, market developments and positioning against competitors\nMonitor analyst coverage, peer performance, investor sentiment, and regulatory developments across both traditional finance and crypto.\nGather and synthesize investor feedback for executive leadership to help inform strategy and messaging.\nSupport company public-readiness preparation\nPartner with legal and finance teams on public offering preparation and managing the investor education process.\nHelp design the investor targeting strategy and support valuation narratives.\nEnsure operational readiness for a public company investor relations\nWHAT YOU WILL NEED\nA relentless & optimistic attitude, dedication to detail, and passion for crypto finance.\n8–12+ years in Investor Relations, investment banking, capital markets, or strategic finance\nProven experience in a high-growth technology or fintech company; crypto or Web3 sector preferred\nExperience supporting equity fundraising, debt, or token raises across private and/or public markets\nFamiliarity with both traditional institutional investors and crypto-native funds (VCs, hedge funds, family offices)\nExceptional written and verbal communication skills, with experience developing investor materials, earnings-style reports, and financial disclosures\nStrong analytical and financial modeling capabilities\nSkilled at simplifying complex technical or financial concepts for diverse investor audiences\nConfident public speaker and presenter with executive presence\nIR-specific certifications (e.g., Certified Investor Relations Professional) are a plus but not required\nHigh degree of integrity, discretion, and professionalism\nStrong relationship-building skills with both internal stakeholders and external investors\nAble to operate in a fast-paced, dynamic, and often ambiguous environment\nThis role is based in Dallas, Texas with 4 days per week required in office.\nCOMPENSATION & PERKS\nCompetitive full-time salary based on experience and meaningful equity in an industry-leading company\nThis is a hybrid role based in our Dallas office, with a mandatory in-office presence four days per week.\nThe opportunity to be a key player and build your career at a rapidly expanding, global technology company in an exciting, emerging industry.\nPerformance-based bonuses\nApple equipment provided by the company\nWork from Anywhere Policy: You can work remotely from anywhere in the world for up to 20 days per year.\nPay Transparency Notice: At Blockchain.com, your base pay is one part of your total compensation package. For individuals performing work in the United States, the target annual salary for this position can range from $150,000 to $200,000 and your actual pay will depend on your skills, qualifications, experience, and location, as well as internal equity and market data.\nWe also offer benefits that include medical and dental coverage, retirement benefits, paid parental leave, flexible paid time off. Additionally, this role might be eligible for discretionary bonuses, and full-time employees will receive equity as part of the compensation package. Note: Blockchain.com benefits programs are subject to eligibility requirements.\nBlockchain is committed to diversity and inclusion in the workplace and is proud to be an equal opportunity employer. We prohibit discrimination and harassment of any kind based on race, religion, color, national origin, gender, gender expression, sex, sexual orientation, age, marital status, veteran status, disability status or any other characteristic protected by law. This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, termination, layoff, recall, leave of absence, and apprenticeship. Blockchain makes hiring decisions based solely on qualifications, merit, and business needs at the time.\nYou may contact our Data Protection Officer by email at dpo@blockchain.com. Your personal data will be processed for the purposes of managing Controller’s recruitment related activities, which include setting up and conducting interviews and tests for applicants, evaluating and assessing the results thereto, and as is otherwise needed in the recruitment and hiring processes. Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by the Controller, which are the solicitation, evaluation, and selection of applicants for employment.\n\*Your personal data will be shared with Greenhouse Software, Inc., a cloud services provider located in the United States of America and engaged by Controller to help manage its recruitment and hiring process on Controller’s behalf. Accordingly, if you are located outside of the United States, your personal data will be transferred to the United States once you submit it through this site. Because the European Union Commission has determined that United States data privacy laws do not ensure an adequate level of protection for personal data collected from EU data subjects, the transfer will be subject to appropriate additional safeguards under the standard contractual clauses. \*\nYour personal data will be retained by Controller as long as Controller determines it is necessary to evaluate your application for employment. Under the GDPR, you have the right to request access to your personal data, to request that your personal data be rectified or erased, and to request that processing of your personal data be restricted. You also have the right to data portability. In addition, you may lodge a complaint with an EU supervisory authority.\n#LI-Hybrid'}

Job is inserted: {'company': 'CloudTrucks', 'title': 'Senior Data Engineer', 'salary': '$130k – $165k', 'location': None, 'url': 'https://wellfound.com/jobs/3354508-senior-data-engineer', 'source\_site': 'Wellfound', 'description': 'The trucking industry is the backbone of the global economy. More than 70% of what we consume in the U.S. is moved by trucks. Those trucks are powered by over 3.5 million drivers per year and create over $700B in annual revenue. Trucking is a massive industry but it is a traditional industry and like many traditional industries, it is ripe for innovation.\nCloudTrucks is building the operating system for trucking and is the first platform specifically designed to empower truck drivers. Our all-in-one, “business in a box” solution optimizes and automates operations and accelerates cash-flow for drivers, so they can focus on building their business.\nThe Data team at CloudTrucks owns all business reporting end-to-end, and develops both internal and customer-facing, data analytics products in collaboration with Product development teams.\nAs a Senior Data Engineer, you’ll be responsible for maintaining and scaling our Data Infrastructure. You’ll also have the opportunity to collaborate with teams across the company, and support them with their data needs, from ingesting new data sources, to help them design the proper data architecture for more intricate features and reporting.\nExamples of projects that you may work on\nHelp engineering teams ingest data from 3rd party sources, in order to build pipelines that power user facing features.\nCollaborate with our Operations Data Analyst and Operations stakeholders to develop efficient and scalable data-driven solutions for their most pressing operational reporting.\nWork with our Data Analytics Engineer to audit and identify opportunities to scale our Data Infrastructure\nWork with Machine Learning Engineers and Data Scientists to support their ETL and data pipeline needs.\nLeverage existing tooling or introduce new tooling that helps Data Analysts version control their analyzes and iterate on it with an analytics as code mindset\nResponsibilities\nBuild, audit, and evolve data ingestion processes, always with performance and scalability in mind - we use a mix of Google Cloud Services, Airflow and Segment\nEvolve and scale our data warehouse\nAdd additional data, maintain an organize our data warehouse\nApply engineering best practices to our data transformation layer - we use Dataform from Google Cloud Services\nImprove the efficiency of our most demanding transformation queries with performant SQL code\nEnable operational analytics by syncing data to 3rd party tools, "closing the loop" in data circulation\nEnable operational analytics by syncing data to 3rd party tools. We have several integrations with 3rd party systems like Salesforce, Marketo, Heap and Segment\nBe the keystone for self-service analytics and data visualization\nManage data visualization in Looker; build and own mission critical dashboards\nSupport the organization to answer questions with data through training, tooling, process and your ingenuity\nCollaborate across the company to ensure the right data is available for all projects\nDefine, drive and own service level agreements for customer facing, as well as internal, data analytics products\nChampion data best practices across engineering, especially around efficiency, coding standards, data observability, data security and operations.\nOwn the Data Infrastructure roadmap, and work with the Head of Data Analytics to define the strategy for the data warehouse and data infrastructure\nCollaborate with software engineers on data needs for Machine Learning pipelines\nWhat we are looking for\n5+ years of experience working with data warehouses: building, monitoring, maintaining and scaling ETL pipelines, with a focus on data quality, integrity and security\nExpertise in software engineering principles - version control, code reviews, testing, CI - as well as git and command line interfaces\nExpertise in writing complex, efficient and DRY SQL code, as well as handling large data sets, preferably in Python, and identifying and resolving bottlenecks in production systems\nUnderstanding of data engineering architectures, tools and resources - databases, computation engines, stream processors, workflow orchestrators and serialization formats - especially cloud hosted and managed versions\nAn efficient, customer-focused approach to development, pursuing pragmatic solutions to deliver the best results\nExpertise with managing analytics, data engineering & visualization tools, Looker is preferred.\nStrong experience with GCP (BigQuery, Dataform) as well as with Airflow or other orchestration tooling\nStrong analytical skills with an ability to work both in with structured and unstructured datasets. Ability to perform data extraction, cleaning, analysis and presentation of insights both to technical and non-technical stakeholders\nDemonstrated ability to translate business requirements into technical solutions and actionable insights, while leveraging project management tools to successfully organize work and deliver results.\nStrong written, and verbal communication skills are paramount for this role\nComfortable working in the dynamic, collaborative environment of fast growth startup.\nNice to haves\nExperience with Python or R\nExperience with Salesforce architecture\nExperience working in Freight Operations or Logistics\nExperience working at high-growth startups. Preference for experience in consumer tech, marketplace, or SaaS industries.\nA bit about our culture\nWe value high autonomy, ownership, and delivering results - in short - whatever it takes to set our customers up for success. We encourage each other to push the envelope, execute quickly, and be resilient to failure. We also work occasional late nights or weekends to deliver an above-and-beyond customer experience, while respecting and celebrating each other\'s personal background, values and commitments. In return, we are well compensated, take pride in seeing outsized impact to our product, and have memorable experiences learning and growing alongside a truly exceptional set of peers.\n\*\*This role requires 4 days in office in San Francisco. Our work from home day is Friday.\*\nAbout CloudTrucks\nCloudTrucks is a virtual trucking carrier in the multi-billion dollar trucking space. Core to this industry are over 3.5M truck drivers. They move more than 70% of all goods transported around the U.S., yet operate in a highly fragmented industry with huge opportunities for products, services and automation. We strive to deliver solutions that help truck drivers operate with much greater efficiency, increase their revenue, and offload business complexity. We are looking for uniquely exceptional people to join us on our journey as we massively scale into an industry-defining business.\nWe provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.'}

Job is inserted: {'company': 'CloudTrucks', 'title': 'Data Analyst - GTM', 'salary': '$130k – $165k', 'location': None, 'url': 'https://wellfound.com/jobs/3354503-data-analyst-gtm', 'source\_site': 'Wellfound', 'description': "The trucking industry is the backbone of the global economy. More than 70% of what we consume in the U.S. is moved by trucks. Those trucks are powered by over 3.5 million drivers per year and create over $700B in annual revenue. Trucking is a massive industry but it is a traditional industry and like many traditional industries, it is ripe for innovation.\nCloudTrucks is building the operating system for trucking and is the first platform specifically designed to empower truck drivers. Our all-in-one, “business in a box” solution optimizes and automates operations and accelerates cash-flow for drivers, so they can focus on building their business.\nThe Data Analytics team at CloudTrucks owns all business reporting end-to-end, and develops both internal and customer-facing, data analytics products in collaboration with Product development teams.\nAs a Data Analyst supporting the Go-To-Market (GTM) teams at CloudTrucks, you’ll have the opportunity to work with multiple teams across the company, including Sales, RevOps, Marketing and Growth Engineering. You’ll own data pipelines, reporting and in-depth analyses that help these teams make day-to-day product and business decisions.\nExamples of projects that you may work on\nGrowth Engineering Our Growth engineering team has the mission to scale our driver onboarding flow. As a data analyst, you’ll play a key role helping PMs and engineers build metrics to ensure they have adequate visibility into the onboarding flow, help them define, run and measure experiments and gather insights about future product improvements.\nMarketing Our Marketing team is focused on driver acquisition. As a data analyst, you’ll have the opportunity to work closely with them to continue building and improving our Marketing Attribution models, and provide insights into the Marketing funnel and campaign performance.\nRevOps Our RevOps team works closely with Sales to onboard drivers to CloudTrucks. As a data analyst, you’ll have the opportunity to help the team track and measure each step of the sales funnel and look for opportunities where processes can be improved. You’ll be able to combine sales and product data to do in-depth analysis and provide insights into funnel performance, define, build and monitor revenue impact metrics.\nResponsibilities\nOwn end-to-end reporting from building the data pipeline to data visualization.\nBuild data pipelines to support both internal and customer facing products, and collaborate with Product development teams to launch and measure success.\nWork cross-functionally to build KPIs, and develop complex transformative analyses that help teams improve their processes, make product and business decisions.\nCommunicate insights and recommendations to a broader audience, include technical and non-technical stakeholders.\nWhat we are looking for\n3+ years of experience as an analyst\nInterest in Freight Industry\nExperience helping GTM teams (Marketing, Sales, RevOps, Growth) make better data-driven decisions\nStrong working knowledge of SQL and experience with Business Intelligence tools (Looker, Heap, Amplitude)\nExperience building and maintaining Marketing Attribution Models and measuring campaign performance. Alternatively, strong working experience with MMP tools (Mobile Measuring Partner tools, like Singular, Adjust, AppFlyer)\nExperience working with Ad Network data\nExperience working directly with Sales and RevOps teams, with strong familiarity with sales motions and sales KPIs\nStrong working experience with CRM tools like Salesforce or HubSpot\nExposure to software engineering principles - version control, code reviews, unit testing.\nStrong interpersonal skills and ability to work cross-functionally.\nExperience working alongside both technical and non-technical teams.\nAbility to communicate and influence both technical and non-technical audiences.\nA natural curiosity and comfort trying new things that may not have existing playbooks.\nAn intrinsic drive to automate menial or low value tasks.\nNice to haves\nExperience with Python or R\nExperience with data pipeline development tools like dbt, dataform\nExperience working in Freight Operations or Logistics\nExperience with Data Integration tools like Fivetran, Polytomic, Segment\nExperience with Lifecycle Marketing tools like Marketo or Braze\nExperience with Marketing Operations\nExperience working at high-growth startups. Preference for experience in consumer tech, marketplace, or SaaS industries.\nA bit about our culture\nWe value high autonomy, ownership, and delivering results - in short - whatever it takes to set our customers up for success. We encourage each other to push the envelope, execute quickly, and be resilient to failure. We also work occasional late nights or weekends to deliver an above-and-beyond customer experience, while respecting and celebrating each other's personal background, values and commitments. In return, we are well compensated, take pride in seeing outsized impact to our product, and have memorable experiences learning and growing alongside a truly exceptional set of peers.\nSalary Range\n$130,000 - $165,000\nActual compensation packages depends on various factors including geographical location and review of experience, knowledge, skills, abilities of the applicant. At CloudTrucks certain roles are eligible for benefits and additional rewards. These rewards are allocated based on individual impact in role. In addition, certain roles also have the opportunity to earn sales incentives based on revenue or utilization, depending on the terms of the plan and the employee’s role.\n\*\*This role requires 4 days in office in San Francisco. Our work from home day is Friday.\*\nAbout CloudTrucks\nCloudTrucks is a virtual trucking carrier in the multi-billion dollar trucking space. Core to this industry are over 3.5M truck drivers. They move more than 70% of all goods transported around the U.S., yet operate in a highly fragmented industry with huge opportunities for products, services and automation. We strive to deliver solutions that help truck drivers operate with much greater efficiency, increase their revenue, and offload business complexity. We are looking for uniquely exceptional people to join us on our journey as we massively scale into an industry-defining business.\nWe provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws."}

Job is inserted: {'company': 'Careem', 'title': 'Senior Product Analyst I', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3364850-senior-product-analyst-i', 'source\_site': 'Wellfound', 'description': "Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nAbout the team\n\nThe Careem Analytics team’s mission is to build and track the full lively picture for Careem businesses and experiences, uphold the experience bar, provide actionable insights, formulate problems and contribute to solving them. As part of this team, you will be a core team member fulfilling this mission. You will be working alongside the top analyst talent of the region, leveraging modern analysis and visualization tools to solve the region’s day to day problems.\nThis position is being offered exclusively in Alexandria, Egypt.\n\nWhat you'll do\nAct as the first point of contact to answer all business data queries\nDevelop effective reporting solutions by utilizing engineering best practices and various reporting tools\nParticipate in continuous improvement of these reporting solutions\nDrive and support your designated business unit by converting complex data and findings into understandable tables, graphs, and written reports\nPresent appropriate analysis and commentary to technical and non-technical audience\nGain subject matter expertise and help define appropriate key metrics for the business unit and discover untapped areas for business improvement\nProvide concrete data-driven insights\nTest and communicate new features to users\nRun regular data integrity audits\nDevise and evaluate methods for collecting data, such as surveys, questionnaires, and opinion polls\nGather data about consumers, competitors, and market conditions What you'll need\n4+ years of demonstrated experience working in an analytical role\n3+ years of demonstrated experience with business intelligence and visualization tools creating management dashboards\nStrong analytical skills and a passion to work with large sets of data\nPassionate about learning new technologies and working on a product of massive scale and impact\nExpert at writing SQL queries against large amounts of data\nSelf-starter with excellent communication and organizational skills\nAbility to get hands-on in a complex operational environment\nMust be process orientated and a logical thinker with good attention to detail\nWorking knowledge with reporting tools such as Tableau, MicroStrategy or Looker\nWorking knowledge in Python, R, Spark, Hive\nExperience in ETL / ELT is a plus\nExperience working with dimensional data, data lakes is a plus\nExperience working with MPP databases like Redshift is a plus"}

Job is inserted: {'company': 'Careem', 'title': 'Senior Product Analyst I', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3364851-senior-product-analyst-i', 'source\_site': 'Wellfound', 'description': "Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nAbout the team\n\nThe Careem Analytics team’s mission is to build and track the full lively picture for Careem businesses and experiences, uphold the experience bar, provide actionable insights, formulate problems, and contribute to solving them. As part of this team, you will be a core team member fulfilling this mission. You will be working alongside the top analyst talent of the region, leveraging modern analysis and visualization tools to solve the region’s day-to-day problems.\nWe are offering this position as a consultancy-based, full-time remote role based in Lebanon Only.\nWhat you'll do\nAct as the first point of contact to answer all business data queries\nDevelop effective reporting solutions by utilizing engineering best practices and various reporting tools\nParticipate in continuous improvement of these reporting solutions\nDrive and support your designated business unit by converting complex data and findings into understandable tables, graphs, and written reports\nPresent appropriate analysis and commentary to technical and non-technical audience\nGain subject matter expertise and help define appropriate key metrics for the business unit and discover untapped areas for business improvement\nProvide concrete data-driven insights\nTest and communicate new features to users\nRun regular data integrity audits\nDevise and evaluate methods for collecting data, such as surveys, questionnaires, and opinion polls\nGather data about consumers, competitors, and market conditions\nWhat you'll need\n4+ years of demonstrated experience working in an analytical role\n3+ years of demonstrated experience with business intelligence and visualization tools creating management dashboards\nStrong analytical skills and a passion to work with large sets of data\nPassionate about learning new technologies and working on a product of massive scale and impact\nExpert at writing SQL queries against large amounts of data\nSelf-starter with excellent communication and organizational skills\nAbility to get hands-on in a complex operational environment\nMust be process-oriented and a logical thinker with good attention to detail\nWorking knowledge with reporting tools such as Tableau, MicroStrategy, or Looker\nWorking knowledge in Python, R, Spark, Hive\nExperience in ETL / ELT is a plus\nExperience working with dimensional data, data lakes is a plus\nExperience working with MPP databases like Redshift is a plus"}

Job is inserted: {'company': 'Careem', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3345835-data-analyst', 'source\_site': 'Wellfound', 'description': 'Careem is building the Everything App for the greater Middle East, making it easier than ever to move around, order food and groceries, manage payments, and more. Careem is led by a powerful purpose to simplify and improve the lives of people and build an awesome organisation that inspires. Since 2012, Careem has created earnings for over 2.5 million Captains, simplified the lives of over 70 million customers, and built a platform for the region’s best talent to thrive and for entrepreneurs to scale their businesses. Careem operates in over 70 cities across 10 countries, from Morocco to Pakistan.\nWhat You’ll Do\nBuild and maintain dashboards and automated reports to track real-time business performance.\nWrite intermediate to advanced SQL queries to analyze large datasets and uncover actionable trends.\nMonitor and report on key KPIs across verticals like Grocery and Food.\nAnalyze conversion funnels, pricing impact, and reliability metrics to improve performance across Grocery and DineOut.\nPartner with category managers to identify operational bottlenecks and customer drop-offs, and provide data-backed recommendations.\nSupport the growth of Careem Plus by analyzing subscriber behavior, churn, retention, and engagement metrics.\nAssist in designing and evaluating campaigns to drive adoption of Careem Plus across multiple verticals.\nRun A/B tests and promo experiments to optimize discounts and feature launches for both customer value and business ROI.\nCollaborate closely with marketing, product, and operations teams to answer day-to-day analytical questions and support strategic decisions.\nWhat You’ll Need\n2 years of experience in analytics roles within tech companies, startups, or other data-driven environments.\nStrong command of SQL, including window functions, joins, and data transformations on datasets.\nHands-on experience with BI tools like Tableau, Sheets, or Power BI to create and manage dashboards.\nA structured and analytical mindset, with the ability to think critically and solve problems independently.\nBonus: familiarity with Python (Pandas, NumPy) for analysis or workflow automation.\nExcellent communication skills and the confidence to share insights across both technical and non-technical teams.'}

Job is inserted: {'company': 'Maroon', 'title': 'DeFi Data Analyst', 'salary': '$40k – $50k • No equity', 'location': 'Remote only • Everywhere', 'url': 'https://wellfound.com/jobs/3365426-defi-data-analyst', 'source\_site': 'Wellfound', 'description': 'About Maroon\nMaroon is a hybrid cryptocurrency exchange that combines a centralised order book with hybrid deposit wallets where the user always retains a key. We are building the next generation of trading infrastructure, merging the security of self-custody with the speed of centralised execution.\nWe are looking for a DeFi Data Analyst to join our early team of contributors and help us turn raw blockchain data into actionable insights. In this role, you will collect, process, and analyse on-chain and off-chain data to inform product decisions, measure platform performance, and identify opportunities for growth. You’ll work closely with product, engineering, and business teams to ensure data-driven decision-making is embedded in every aspect of our DeFi strategy.\nResponsibilities & Requirements\nGather, clean, and analyse on-chain and off-chain data related to DeFi activity, user behaviour, and market trends.\nCreate dashboards and reports to track KPIs, protocol usage, and liquidity flows.\nProvide actionable insights to product managers, business developers, and marketing teams.\nMonitor performance of DeFi integrations, liquidity programs, and tokenomics models.\nStay up-to-date on blockchain data analytics tools and methodologies.\nCollaborate with engineering teams to improve data collection and pipeline efficiency.\nIdeally 2+ years of experience in data analysis, preferably in blockchain, fintech, or financial services.\nStrong skills in SQL, Python, or R for data processing and analysis.\nFamiliarity with blockchain data sources (e.g., Dune, Nansen, DefiLlama, Glassnode, The Graph).\nUnderstanding of DeFi protocols, liquidity pools, and tokenomics.\nDetail-oriented, with a high level of accuracy in data work.\nNaturally curious — you always ask “why” before you start thinking about “how.”\nWhat We Offer\nWork remotely from anywhere in the world.\nStartup environment with opportunities to shape core data processes.\nAccess to rich blockchain datasets and cutting-edge analytics tools.\nFriendly, collaborative team culture focused on innovation.'}

Job is inserted: {'company': 'Kalderos', 'title': 'Data Analyst I', 'salary': '$100k – $120k', 'location': 'Onsite or remote • Boston\n+2', 'url': 'https://wellfound.com/jobs/3366333-data-analyst-i', 'source\_site': 'Wellfound', 'description': "About Us\nAt Kalderos, we are building unifying technologies that bring transparency, trust, and equity to the entire healthcare community with a focus on pharmaceutical pricing. Our success is measured when we can empower all of healthcare to focus more on improving the health of people.\nThat success is driven by Kalderos’ greatest asset, our people. Our team thrives on the problems that we solve, is driven to innovate, and thrives on the feedback of their peers. Our team is passionate about what they do and we are looking for people to join our company and our mission.\nThat’s where you come in! We’re looking for a collaborative Data Analyst to lead pharmaceutical discount analysis. You have a strong inclination to work in rapidly developing and expanding organizations and possess (or seek to possess) the necessary background to do so.\nAcross all roles, we look for future team members who will live our BOLD values of Bias to Action, One Team, Lead by Example, and Dumpster Data Diving Mavens.\nWhat You'll Do:\nCollect, transform, and analyze data from electronic health records, patient interactions, and internal systems to support product teams and business strategy.\nDevelop reports and dashboards in tools like Tableau or Power BI to provide actionable insights to clinical, product, and executive stakeholders.\nPerform statistical analysis (trend analysis, cohort evaluation, hypothesis testing) to identify patterns and inform data-driven decision-making.\nEnsure data accuracy and integrity through validation, profiling, and collaboration with cross-functional partners (e.g., engineers, clinical operations).\nSupport ad-hoc analysis requests and contribute to insights that drive product enhancements, process improvements, and business case development.\nWhat You'll Bring:\nEducation: Bachelor’s or Master’s degree in Data Science, Computer Science, Engineering, Mathematics, or a related field.\nExperience: 1-3 years of hands-on experience as a Data Analyst or Data Scientist.\nClear focus on building data models, dashboards, and visualizations in real-world applications.\nProgramming: Strong programming skills in SQL and Python and experience with libraries like Pandas and NumPy.\nHealthcare Focus: Familiarity with healthcare data, including EHR (Electronic Health Records), medical imaging, claims data, and patient outcomes.\nProblem Solving & Business Orientation: A practical, ROI-driven mindset with the ability to apply data science techniques to generate tangible business value, improving operational efficiency, patient outcomes, or profitability.\nData Visualization: Ability to present complex findings in a clear and effective manner using tools like Tableau to make data accessible to non-technical stakeholders.\nCollaboration & Teamwork: Strong interpersonal skills to work in a team-oriented environment and communicate effectively with both technical and non-technical stakeholders.\nDetail-oriented mindset with a passion for data quality, storytelling, and solving real-world problems\nExcellent communication skills—able to present technical insights clearly to non-technical stakeholders\nCuriosity and initiative: you’re eager to learn, iterate, and contribute\nSet Yourself Apart:\nExperience at startups or other fast-growing organizations\nExperience in the healthcare or pharmaceutical industries\nExperience building data models, dashboards, ELT pipelines and other services for the healthcare industry\nExperience in medical imaging, genomics, or health analytics is a plus.\nFamiliarity with machine learning models.\nWhat We Offer:\nOpportunities for growth and advancement within the organization.\nAccess to cutting-edge tools and technologies in the healthcare space.\nA collaborative and supportive work environment.\nThe chance to make a real impact on the healthcare industry through your work.\nExpected Salary Range: $100k-$120k base + bonus\nThis is a hybrid position in Chicago, IL or Boston, MA.\n\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\nHighlighted Company Perks and Benefits\nMedical, Dental, and Vision benefits\n401k with company match\nFlexible PTO with a 10 day minimum\nOpportunity for growth\nMobile & Wifi Reimbursement\nCommuter Reimbursement\nDonation matching for charitable contributions\nTravel reimbursement for healthcare services not available near your home\nNew employee home office setup reimbursement\nWhat It’s Like Working Here\nWe thrive on collaboration, because we believe that all voices matter and we can only put our best work into the world when we work together to solve problems.\nWe empower each other and believe in ensuring all voices are heard.\nWe know the importance of feedback in individual and organizational growth and development, which is why we've embedded it into our practice and culture.\nWe’re curious and go deep. Our slack channel is filled throughout the day with insightful articles, discussions around our industry, healthcare, and our book club is always bursting with questions.\nTo learn more: https://www.kalderos.com/company/culture\nWe know that job postings can be intimidating, and research shows that while men apply to jobs when they meet an average of 60% of the criteria, women and other marginalized folks tend to only apply when they check every box. We encourage you to apply if you think you may be a fit and give us both a chance to find out!\nKalderos is proud to be an equal opportunity workplace. We are committed to equal opportunity regardless of race, color, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, or veteran status.\nKalderos participates in E-Verify."}

Job is inserted: {'company': 'Pypestream', 'title': 'Data Analyst', 'salary': '$60k – $70k • 0.0% – 0.001%', 'location': 'Onsite or remote • New York City\n+1', 'url': 'https://wellfound.com/jobs/2352008-data-analyst', 'source\_site': 'Wellfound', 'description': "Data Analyst\nLocation: New York, NY (or US-Remote)\nDepartment: Analytics & Optimization\nReports to: Director of Customer Experience & Analytics\nWho we are:\nPypestream is a self-service automation platform that transforms how businesses engage and empower their customers. Founded in 2015 with the belief that customers deserve better, our digital platform provides exceptional customer service on any channel, anytime. We cater to clients across multiple industries, including market leaders like Sling TV, HBO Max, T-Mobile, and Procter & Gamble, who are dedicated to delivering positive customer experiences.\nWhy you should join:\nWe are a growing team of delivery experts, designers, engineers and data scientists focused on creating a communication platform allowing for intimate yet scalable conversations.\nWe have a close-knit, high-performing Customer Success & Analytics team that works collaboratively with the Implementation and Product teams to ensure the success of all our customers.\nWe’re passionate about solving our customer’s most complex problems through intelligent conversational design and advanced automation integration.\nYou’ll be given the freedom to develop new processes and bring fresh ideas to the table, while receiving the support and guidance from an experienced management team.\nWhat we’re looking for:\nSomeone who is a self-starter with a desire to tackle the toughest challenges faced by our enterprise customers. A Data analyst is able to dissect problems, think critically and explain complex topics in simple terms to our CX team and our customers. Data analysts always have the customer’s best interest in mind and are able to recommend changes and enhancements to deployed solutions, respond to support requests or technical issues, and maintain the technical skillset to assist in all areas of the Customer Experience & Analytics practice.\nWhat you'll do:\nCreate and maintain reporting dashboards that include key performance metrics, trends, and usage data for each customer.\nBecome a joint owner of a new reporting product; learn it, train others on it, drive adoption and partner with product to enhance and evolve it\nBuild business reviews; recommend and drive optimizations for deployed solutions by identifying improvement areas for conversational flows, re-training and expanding NLU capabilities, and troubleshooting backend integrations (if/when needed).\nIdentify potential follow-on opportunities within assigned customers and work with Pypestream’s CX + Sales team to grow Pypestream’s footprint.\nUtilize various data analysis techniques (Topic Modeling, User Traversal Heatmaps, etc) to uncover improvement areas / optimization opportunities for deployed solutions.\nWhat's expected:\nUS Citizenship or Green Card\nBachelor’s Degree (Data Science, Linguistics, or Analytics degrees preferred)\nAn analytical mind with a propensity for storytelling with data\nAdvanced SQL skills (PostgreSQL and/or GoogleSQL dialects preferred)\nExperience with Python 3.x, pandas, and RESTful APIs\nExpertise in data manipulation and analysis to extract actionable insights\nAbility to collaborate with technical and non-technical stakeholders\nInterest in or experience with SOTA LLM models like Gemini, Claude or GPT-4+\nBonus Qualifications:\nExperience using GCP products (especially BigQuery and Looker Studio)\nBachelor’s Degree in Data Science, Business Management, or related field\nExposure to PM / Issues Tracking tools (e.g., Confluence, Jira)\nWhat you’ll get:\nA dynamic culture where performance and results are rewarded, coworkers collaborate and support one another, and individuals can contribute beyond their dedicated role.\nCompetitive compensation including base salary, performance bonuses and option grants.\nTop-tier medical/dental/vision coverage, 401K, and self-managed PTO."}

Job is inserted: {'company': 'Wunderman Thompson', 'title': 'QA Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3361705-qa-analyst', 'source\_site': 'Wellfound', 'description': 'Who We Are:\nAt VML, we are a beacon of innovation and growth in an ever-evolving world. Our heritage is built upon a century of combined expertise, where creativity meets technology, and diverse perspectives ignite inspiration. With the merger of VMLY&R and Wunderman Thompson, we have forged a new path as a growth partner that is part creative agency, part consultancy, and part technology powerhouse.\nOur global family now encompasses over 30,000 employees across 150+ offices in 64 markets, each contributing to a culture that values connection, belonging, and the power of differences. Our expertise spans the entire customer journey, offering deep insights in communications, commerce, consultancy, CRM, CX, data, production, and technology. We deliver end-to-end solutions that result in revolutionary work.\nWho we are looking for:\nWe are looking for a highly motivated and competent QA Analyst with expertise in testing, to join our growing team. The ideal candidate should have a good level of English and the ability to collaborate as part of a team and follow agile methodologies is essential.\nWhat you\'ll do:\nTesting Execution: Conduct functional, regression, integration, and acceptance testing of websites, documents, banners, etc. Document and track test results and issues.\nBug Identification and Reporting: Identify, document, and report websites defects. Provide detailed and accurate information to different teams for debugging and resolution.\nCollaboration and Communication: Collaborate with cross-functional teams, including authoring, product managers, and other stakeholders. Communicate effectively with team members to ensure alignment on testing objectives and priorities.\nWhat you\'ll need:\nAdvance or intermediate English level\nStrong analytical and problem-solving skills.\nGood understanding of software testing principles, methodologies, and processes.\nAbility to work collaboratively in a team environment.\nAttention to detail and strong organizational skills.\nAbility to work in a fast-paced environment and manage multiple projects simultaneously.\nWe believe the best work happens when we\'re together, fostering creativity, collaboration, and connection. That\'s why we’ve adopted a hybrid approach, with teams in the office an average of four days a week. If you require accommodations or flexibility, please discuss this with the hiring team during the interview process.\nWPP (VML) is an equal opportunity employer and considers applicants for all positions without discrimination or regard to characteristics. We are committed to fostering a culture of respect in which everyone feels they belong and has the same opportunities to progress in their careers.\nVML is a WPP Agency. For more information, please visit our website, and follow VML on our social channels via Instagram,\u202fLinkedIn, and\u202fX.\nWhen you click "Submit Application", this will send any information you add below to VML. Before you do this, we think it\'s a good idea to read through our Recruitment Privacy Policy. California residents should read our California Recruitment Privacy Notice. This explains what we do with your personal data when you apply for a role with us, and, how you can update the information you have provided us with or how to remove it.'}

Job is inserted: {'company': 'Wunderman Thompson', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3306582-data-analyst', 'source\_site': 'Wellfound', 'description': 'Who We Are:\nAt VML, we are a beacon of innovation and growth in an ever-evolving world. Our heritage is built upon a century of combined expertise, where creativity meets technology, and diverse perspectives ignite inspiration. With the merger of VMLY&R and Wunderman Thompson, we have forged a new path as a growth partner that is part creative agency, part consultancy, and part technology powerhouse.\nOur global family now encompasses over 30,000 employees across 150+ offices in 64 markets, each contributing to a culture that values connection, belonging, and the power of differences. Our expertise spans the entire customer journey, offering deep insights in communications, commerce, consultancy, CRM, CX, data, production, and technology. We deliver end-to-end solutions that result in revolutionary work.\nWho We\'re Looking For\nWe are seeking a talented and detail-oriented Data Analyst with up to 3 years of experience to join our growing team. This role is ideal for someone passionate about turning complex data into actionable insights that support strategic decision-making. You will thrive in collaborative environments, demonstrate analytical thinking, and communicate clearly with both technical and non-technical stakeholders. A strong interest in the energy sector and digital behavior analytics will be key to success in this role.\nWhat You\'ll Do\nCollect, clean, and analyze data from various sources to support business decisions.\nDevelop and maintain dashboards and interactive reports using Power BI and Looker Studio.\nMonitor and interpret digital behavior using Google Analytics 4 (GA4).\nWork collaboratively with cross-functional teams to support business strategies with data-driven insights.\nWho You Are\nA data-driven professional with a knack for transforming data into meaningful insights.\nA collaborative team player with a keen analytical mindset.\nEager to grow and contribute to impactful projects in the energy industry.\nComfortable communicating complex ideas clearly to varied audiences.\nWhat You\'ll Need\nUp to 3 years of experience in data analytics.\nProficiency with GA4, Power BI, and Looker Studio (required).\nPrevious experience in the energy sector (required).\nFamiliarity with Google Tag Manager is a plus.\nFluency in English (written and spoken).\nSpanish language skills are a strong plus.\nBonus Points If You Have\nExperience working in international or multicultural environments.\nA commitment to continuous learning and skill development.\nAn ability to connect data insights to broader business opportunities.\n#LI-EMEA\nWe believe the best work happens when we\'re together, fostering creativity, collaboration, and connection. That\'s why we’ve adopted a hybrid approach, with teams in the office an average of four days a week. If you require accommodations or flexibility, please discuss this with the hiring team during the interview process.\nWPP (VML) is an equal opportunity employer and considers applicants for all positions without discrimination or regard to characteristics. We are committed to fostering a culture of respect in which everyone feels they belong and has the same opportunities to progress in their careers.\nVML is a WPP Agency. For more information, please visit our website, and follow VML on our social channels via Instagram,\u202fLinkedIn, and\u202fX.\nWhen you click "Submit Application", this will send any information you add below to VML. Before you do this, we think it\'s a good idea to read through our Recruitment Privacy Policy. California residents should read our California Recruitment Privacy Notice. This explains what we do with your personal data when you apply for a role with us, and, how you can update the information you have provided us with or how to remove it.'}

Job is inserted: {'company': 'Wunderman Thompson', 'title': 'GT Data Analyst (6 Months Internship)', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3325580-gt-data-analyst-6-months-internship', 'source\_site': 'Wellfound', 'description': 'Who We Are:\nAt VML, we are a beacon of innovation and growth in an ever-evolving world. Our heritage is built upon a century of combined expertise, where creativity meets technology, and diverse perspectives ignite inspiration. With the merger of VMLY&R and Wunderman Thompson, we have forged a new path as a growth partner that is part creative agency, part consultancy, and part technology powerhouse.\nOur global family now encompasses over 30,000 employees across 150+ offices in 64 markets, each contributing to a culture that values connection, belonging, and the power of differences. Our expertise spans the entire customer journey, offering deep insights in communications, commerce, consultancy, CRM, CX, data, production, and technology. We deliver end-to-end solutions that result in revolutionary work.\nData Analyst - Internship\nAbout Gain Theory\nGain Theory is part of WPP, a creative transformation company that uses the power of creativity to build better futures for its people, planet, clients, and communities.\nGain Theory is a global marketing effectiveness consultancy, that uses data and analytics to deliver successful business outcomes for clients. Our vision is to inspire marketing excellence by helping marketers focus on the right data, not ‘big data’, and asking and answering the questions that drive business value. We pair consultancy and technology to foster a data-informed culture that helps to drive sustainable business growth.\nThe Role: What will I do?\nAs a Data Analyst, you will be part of the Gain Theory Data Practice and will be embedded in one of Gain Theory’s client-based squads. Working with your manager, you will be working on some of the top brands in the world and be hands on with data ranging from media, client specific, Gain Theory specific, sales, and more. You will work as part of a team to process and organize data in preparation for modeling. You will be challenged and have the opportunity to help innovate and automate.\nThe Data Analyst is expected to make use of data processing techniques including SQL and ETL to handle the data. They will also utilize our internal data automation tools to ensure data pipelines, which clean and transform data, are executed effectively. This person will also run robust data QA processes. The quality of our data is the lifeblood of our work. Additionally, the Data Analyst will work with their manager on coordinating client and agency contacts around the continued flow of data from relevant data sources. The role will also interact with the wider data community within Gain Theory, especially with members of the Data Centre or Excellence (DCOE) to share best practice, and both provide and receive support.\nOur teams bring together cutting-edge data engineering, advanced analytics, unified measurement products and enterprise scalable engineering to build products that will shape the next decade of faster, smarter, data-informed decision-making. We believe that consumer privacy, client confidentiality, brand growth, and user experience are essential to performance.\nQualifications\nDegree in Computer Science, Data Science, Data Engineering, Information Science, Business Intelligence or related quantitative field\nFamiliar with standard data processing tools/concepts (e.g. SQL, NoSQL ETL)\nKnowledge of QA processes\nRequired skillsets: SQL, Excel & ETL\nNice to have skillsets:\nSnowflake, Python, GIT, Cloud Compute/Storage (Azure or AWS)\nExperience with the advertising ecosystem (e.g. ad trafficking, Ad servers, DSPs, Media Strategy and Activation, etc.)\nWorking knowledge of appropriate metrics, measurement, and reporting.\nExperience with DBT is valuable but not required\nProject management skills including planning tasks and deliverables, managing timelines and risks, and overseeing simultaneous projects\nOrganized, detail-oriented, QA-focused\nExcellent written, verbal, and presentation skills\nEnglish proficiency\nValues and Behaviours\nJoining Gain Theory means joining a group of people who live, breathe and behave by our values:\nBe Curious: continuously asking, understanding, learning, and developing.\nBe Positive: approaching everything we do with a positive mindset and making positive impact on each other.\nAct with Consideration: seeing things from someone else’s perspective; respecting and embracing diverse thinking.\nMake it Better: continuous improvement and stretching our abilities, being honest with ourselves and each other.\nGain Theory is committed to actively building a diverse, equitable and inclusive workplace where everyone feels welcomed, valued and heard, and is treated with dignity and respect. As leaders and creative partners across industries, it is our responsibility to cultivate an environment reflective of our greatest asset, our people. We believe that this commitment inspires growth and delivers equitable outcomes for everyone as well as the clients and communities we serve.\nWe believe the best work happens when we\'re together, fostering creativity, collaboration, and connection. That\'s why we’ve adopted a hybrid approach, with teams in the office an average of four days a week. If you require accommodations or flexibility, please discuss this with the hiring team during the interview process.\nWPP (VML) is an equal opportunity employer and considers applicants for all positions without discrimination or regard to characteristics. We are committed to fostering a culture of respect in which everyone feels they belong and has the same opportunities to progress in their careers.\nVML is a WPP Agency. For more information, please visit our website, and follow VML on our social channels via Instagram,\u202fLinkedIn, and\u202fX.\nWhen you click "Submit Application", this will send any information you add below to VML. Before you do this, we think it\'s a good idea to read through our Recruitment Privacy Policy. California residents should read our California Recruitment Privacy Notice. This explains what we do with your personal data when you apply for a role with us, and, how you can update the information you have provided us with or how to remove it.'}

Job is inserted: {'company': 'Nucleus', 'title': 'Data Analyst', 'salary': '$40k – $60k • 0.1% – 0.5%', 'location': 'Remote • Fort Lauderdale', 'url': 'https://wellfound.com/jobs/1917878-data-analyst', 'source\_site': 'Wellfound', 'description': "The ideal candidate will use their passion for big data and analytics to provide insights to our growing data platform covering a range of topics. They will be responsible for improving both the quality and size of our products' data sets.\nResponsibilities\nUnderstand our subscribers' and the greater industry's needs\nCompile and analyze behavioral data related to our user's in-product experience\nDevelop clear visualizations of complicated data in a straightforward fashion\nQualifications\nBachelor's or Master's degree in Statistics or Applied Mathematics or equivalent experience\n1 - 2 years' Data Analysis experience\nProficient in SQL"}

Job is inserted: {'company': 'BlueVine', 'title': 'Analyst/ Sr. Analyst, Credit Strategy', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3230511-analyst-sr-analyst-credit-strategy', 'source\_site': 'Wellfound', 'description': '\*\*This is a hybrid role. \*\*At Bluevine, we pride ourselves on our collaborative culture, which we believe is best maintained through in-person interactions and a vibrant office environment. All of our offices have reopened in accordance with local guidelines, and are following a hybrid model. In-office days will be determined by location and discipline.\nRole Summary\nWe are looking for a skilled and motivated Credit Strategy Analyst II to join our Credit and Pricing Strategy team. This role requires a strong analytical mindset with hands-on experience in analysis, strategy development, and real-time automated decisioning. The candidate will be responsible for designing, optimizing and implementing risk and pricing strategies by leveraging analytics, automated decisioning systems and statistical models to drive top-line growth and profitability.\nThis position sits at the intersection of strategy, analytics and engineering, ensuring that strategies are effectively implemented in production through internal decision engines. The ideal candidate should possess business acumen, technical expertise and good understanding of risk-based decision-making in a high-growth financial environment.\nResponsibilities\nDevelop and Optimize Strategies: Build, refine, and implement data-driven risk and pricing strategies, balancing credit risk and funding.\nAutomated Decisioning & Implementation: Define and develop end-to-end automated decision workflows, integrating them into internal digital underwriting engines using Python.\nAnalytics: Perform in-depth analysis on large datasets to identify patterns, assess risk, and refine pricing strategies, ensuring data-driven decision-making.\nExperimentation & Continuous Optimization: Design and execute A/B tests to refine decision-making processes.\nCross-Functional Collaboration: Work closely with Data Engineering, Product, and Data Science to gather insights, and conduct analysis of potential strategies.\nMonitoring & Feedback Loops: Develop and maintain dashboards to track key performance metrics.\nWhat are we looking for?\nTechnical Proficiency – Strong foundation in SQL and Python/R\nAnalytical & Problem-Solving Skills – Ability to translate raw data into actionable insights, leveraging statistical techniques and data visualization tools\nCommunication – Ability to translate complex analytical concepts into business-friendly insights for stakeholders.\nAdaptability & Entrepreneurial Mindset – Thrives in fast-paced, high-growth environments, handling ambiguity with confidence.\nExperimentation & Optimization – Experience with A/B testing and iterative improvements in decision-making making process\nRequired Experience and Education\nBachelor’s Degree in a quantitative field (Mathematics, Statistics, Economics, Engineering, Data Science, or related disciplines).\n1-2 years of relevant experience in analytics/strategy\nSQL, Python/R and Excel high proficiency\nDashboarding tools like Tableau, Power BI,Metabase etc.\nNot required, but a plus\nFamiliarity with risk modeling, credit decisioning frameworks, and pricing elasticity analysis.\nExperience in financial services, especially U.S. banking, fintech, credit line, or credit card industries.\nExposure to machine learning models and deployment in risk/credit decisioning\n#LI-MS1\n#LI-Hybrid'}

Job is inserted: {'company': 'BlueVine', 'title': 'Senior Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3356941-senior-data-analyst', 'source\_site': 'Wellfound', 'description': 'Join our growing Credit team and help shape how we manage credit risk while supporting Bluevine’s mission and business goals.\n\nYou’ll play a key role in developing the credit domain, ensuring we stay within our risk appetite and enable smart, sustainable growth.\nWhat You’ll Do:\nLead meaningful projects focused on credit offers and risk strategies, balancing risk mitigation with product growth.\nDive deep into data to identify high-risk customers and propose thoughtful, data-driven solutions to manage them.\nDesign and build automated, end-to-end decision processes using Python and internal tools to reduce risk efficiently.\nClearly communicate your findings and methods to both technical and non-technical stakeholders across the company.\nCollaborate closely with teams across Bluevine – including Data Science, Data Engineering, and Risk Operations – to make sure our credit strategies are aligned and effective.\nWhat We Look For:\nBachelor’s degree in a quantitative field such as Statistics, Computer Science, Software Engineering, Industrial Engineering, Mathematics, or Economics\n2–4 years of experience in an analytical or data-driven role\nHands-on experience (2+ years) working with Python for quantitative analysis\nAdvanced SQL skills\nStrong communication skills in English, both written and verbal\nStrong analytical mindset with a technical orientation\nProactive, detail-oriented, and curious\nA great team player who communicates clearly and enjoys working with others\nAbility to turn data into actionable insights and present them to diverse stakeholders\nBonus Points:\nExperience developing statistical or stochastic models\nExperience working with BI tools like Tableau, Power BI, or similar\nExperience with process automation\nKnowledge of financial market\nExperience in the credit domain\n#LI-LI1'}

Job is inserted: {'company': 'BlueVine', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3341862-data-analyst', 'source\_site': 'Wellfound', 'description': 'Join our growing Credit team and help shape how we manage credit risk while supporting Bluevine’s mission and business goals.\n\nYou’ll play a key role in developing the credit domain, ensuring we stay within our risk appetite and enable smart, sustainable growth.\nWhat You’ll Do:\nLead meaningful projects focused on credit offers and risk strategies, balancing risk mitigation with product growth.\nDive deep into data to identify high-risk customers and propose thoughtful, data-driven solutions to manage them.\nDesign and build automated, end-to-end decision processes using Python and internal tools to reduce risk efficiently.\nClearly communicate your findings and methods to both technical and non-technical stakeholders across the company.\nCollaborate closely with teams across Bluevine – including Data Science, Data Engineering, and Risk Operations – to make sure our credit strategies are aligned and effective.\nWhat We Look For:\nBachelor’s degree in a quantitative field such as Statistics, Computer Science, Software Engineering, Industrial Engineering, Mathematics, or Economics\n2–4 years of experience in an analytical or data-driven role\nHands-on experience (2+ years) working with Python for quantitative analysis\nAdvanced SQL skills\nStrong communication skills in English, both written and verbal\nStrong analytical mindset with a technical orientation\nProactive, detail-oriented, and curious\nA great team player who communicates clearly and enjoys working with others\nAbility to turn data into actionable insights and present them to diverse stakeholders\nBonus Points:\nExperience developing statistical or stochastic models\nExperience working with BI tools like Tableau, Power BI, or similar\nExperience with process automation\nKnowledge of financial market\nExperience in the credit domain\n#LI-LI1'}

Job is inserted: {'company': 'AppsFlyer', 'title': 'Financial Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3356952-financial-data-analyst', 'source\_site': 'Wellfound', 'description': "Step into the financial core of a global SaaS leader with a key analytical role at AppsFlyer!\n\nAre you a data-driven thinker with a strategic mindset and a passion for understanding the business behind the numbers?\n\nWe’re looking for a Financial Data Analyst to help shape decision-making across our pricing, budget planning, forecasting, and market strategy. In this role, you'll collaborate with cross-functional teams- from finance to senior leadership- to turn data into actionable insights.\n\nIf you're technically strong, curious, and thrive in a fast-paced environment, this might be your next challenge.\nWhat you'll do:\nConduct a thorough analysis of our financial figures, pricing, promotions, competitor trends, activities, KPIs, and business units to help make strategic decisions\nDefine and monitor performance metrics and create dashboards and reports to track performance\nProvide insights beyond the numbers to support and execute strategic business decisions\nProduce and distribute reports to colleagues in the finance department\nCreate budget plans and targets for departments and businesses\nCommunicate key metrics and insights clearly and effectively to stakeholders\nIdentify, drive, and deliver projects and process improvements to enhance operational efficiency and controls\nParticipate in the company's forecasting process across verticals and units\nDevelop economic tools and models to support decision-making by company management\nConduct market analysis and benchmarking of competitors' financials, and create and maintain economic databases and financial products\nWhat you have:\n3+ years of hands-on experience in a data-heavy, analytical role\nBachelor’s degree in Economics, Finance or Industrial Engineering, MBA is an advantage\nStrong SQL skills and experience with cloud data warehouses like Athena or BigQuery\nProficiency in Python for data analysis, automation, and modeling\nParticipating in the design and implementation of AI or ML tools within financial processes is an advantage\nStrong technical capabilities, high-level Excel, including VB, and familiarity with BI tools\nStrong analytical, data mining, and modeling skills\nDrive execution, initiate projects, and manage them from start to end\nProcess-oriented, well-organized, autonomous learner\nAbility to thrive in a fast-paced, dynamic work environment\nExcellent written and oral communication and interpersonal skills\nFluent English, both written and spoken\nBonus Points:\nBusiness or FinOps experience\nKnowledge in NoSQL data stores (Couchbase, Cassandra, Mongo, Elasticsearch, etc)\nExperience with Message Bus systems (Kafka, RabbitMQ, ActiveMQ, etc)\nIntroduced by an AppsFlyer team member\nAs a global company operating from 25 offices across 19 countries, we reflect the human mosaic of the diverse and multicultural world in which we live. We ensure equal opportunities for all of our employees and promote the recruitment of diverse talents to our global teams without consideration of race, gender, culture, or sexual orientation. We value and encourage curiosity, diversity, and innovation from all our employees, customers, and partners.\n“As a Customer Obsessed company, we must first be Employee Obsessed. We need to make sure that we provide the team with the tools and resources they need to go All-In.” Oren Kaniel, CEO"}

Job is inserted: {'company': 'Stensul', 'title': 'Data Analyst (Product)', 'salary': '$100k – $120k', 'location': None, 'url': 'https://wellfound.com/jobs/3336980-data-analyst-product', 'source\_site': 'Wellfound', 'description': "Who We Are\nThe Stensul Marketing Creation Platform™ reduces marketing asset creation time by up to 90% to help teams focus on improving campaign performance. With Stensul, teams launch campaigns faster by streamlining the collaboration process and simplifying creation for all marketers so they can create marketing assets that drive results. Stensul integrates with all leading ESPs/MAPs, including Marketo, Oracle Eloqua, Adobe Campaign, and Salesforce Marketing Cloud, as well as project management platforms, image libraries, live content, link tracking, and messaging platforms. Top brands that trust Stensul to solve their most demanding email problems include AAA, Demandbase, Equifax, Flywire, Greenhouse, Morgan Stanley, and Yahoo. Stensul was named Deloitte Fast 500 three years in a row and backed by top-tier venture capital firms.\nPosition Overview\nWe are looking for a Data Analyst to join our growing Data & Insights team. In this role, you will partner closely with leaders across Product, Engineering, Design, and Customer Success to drive scalable, data-driven growth. Your mission will be to define, standardize, and visualize key product and customer data, creating dashboards, generating insights, and building analytical frameworks that empower our teams to make better, faster decisions. This is a high-impact role for someone who thrives at the intersection of technical analytics, strategic thinking, and cross-functional collaboration.\nWhat You'll Do\nBuild Key Product Dashboards: Partner with Product leadership to develop and maintain core analytics dashboards in our BI tool (Looker), keeping our team informed in adoption, usage, and feature success metrics and providing actionable insights\nStandardize & Define Data: Collaborate with PMs and Engineers to implement consistent tracking for product features and integrations, and manage source-of-truth documentation\nDrive Usage & Customer Insights: Define and report on key usage metrics, support Strategic Business Reviews with CS, and analyze customer behavior and health\nEnable Data-Driven Decision Making: Create reusable analytical frameworks to inform roadmap planning, mentor teams on data best practices, and support our team with insights that improve productivity and performance\nWhat You'll Need\n3–4 years of experience in data analytics or data science roles within SaaS organizations\nProficiency in SQL and strong understanding of analytical concepts and data modeling\nExperience building dashboards and data visualization in BI tools—Looker highly preferred\nDemonstrated success collaborating with both technical and non-technical stakeholders\nExcellent communication, organization, and documentation habits\nCurious, product-oriented mindset with strong ownership and attention to detail\nAbility to thrive in ambiguous environments\nFluent in Google Suite, Slack, Zoom\nWhy You'll Love Working Here!\nCompetitive compensation package that includes equity - everyone has a stake in our growth\nComprehensive benefits package that includes medical, dental, and vision coverage for you and your dependents, as well as a 401(k), life insurance, commuter benefits and parental leave plans\nFlexible time off policy, empowering you to balance work & life in the way that suits you best\nRegular Mental Health Days, ensuring that you consistently take time to reset\nA culture that prioritizes collaboration and transparency, as well as internal mobility and growth\nSalary information: The estimated base salary for this position is $100,000 - $120,000 USD. Additionally, we offer both significant equity and comprehensive benefits. Actual compensation is based on factors such as the candidate’s skills, qualifications, and experience.\nStensul is an Equal Opportunity Employer, meaning that we do not discriminate on the basis of race, religion, national origin, gender identity, sexual orientation, or any other protected class. We are deeply committed to creating an environment that celebrates diversity & in which each employee feels empowered to bring their whole self to work."}

Job is inserted: {'company': 'HubSpot', 'title': 'Senior Business Systems Analyst', 'salary': None, 'location': 'Remote • Ireland', 'url': 'https://wellfound.com/jobs/3358627-senior-business-systems-analyst', 'source\_site': 'Wellfound', 'description': "About the Role\nWe are seeking a highly motivated and experienced Business Systems Analyst (BSA) with deep expertise in both global enablement (tax, compliance, ERP) and billing/FinTech systems. This BSA will be a strategic partner across our tax, finance, engineering, and product teams to advance our quote-to-cash, billing, payment, and compliance capabilities globally. You will drive innovation, efficiency, and operational excellence across these domains, ensuring exceptional customer experience and regulatory compliance.\nCore Responsibilities\nServe as the subject matter expert for both billing/payments platforms (e.g., Stripe, Adyen, Recurly) and global tax/compliance tools (e.g., Avalara, Avatax, Sovos) as well as the ERP system (NetSuite preferred).\nProactively monitor, configure, and optimize critical third-party and in-house financial systems for performance, stability, and compliance.\nChampion the improvement and automation of tax, billing, and financial workflows, ensuring operational excellence in a fast-paced, high-stakes environment.\nAnalyze and optimize business processes using data; identify pain points, root causes, and scalable solutions for both global compliance and revenue operations.\nTranslate business and regulatory requirements into clear, actionable tasks/roadmaps for technical teams; document thoroughly.\nCollaborate cross-functionally to implement, test, and document integrations, enhancements, or new features, ensuring seamless data flow and operational consistency.\nMaintain and validate internal financial and tax-related databases, ensuring the integrity of key customer, tax, and subsidiary data.\nRespond to and resolve issues related to billing, tax, compliance, fraud, and payments platform integrations.\nUse data and impact metrics (including SQL/Looker or similar tools) to measure success and drive decision-making.\nAct as a communication bridge between technical and non-technical stakeholders, fostering collaboration across teams.\nWhat You’ll Do\nOwn and continuously improve core systems covering both global billing and enablement processes.\nCollaborate with cross-functional teams (Engineering, Tax, Finance, Product) to deliver scalable solutions.\nLead business requirements gathering, functional documentation, and workflow mapping for billing/payments and global tax engines.\nGuide system integration projects, performing user acceptance testing and training for stakeholders as needed.\nTroubleshoot complex issues spanning payment, tax, and compliance systems—identifying root causes and implementing improvements.\nFacilitate data-driven decision making by surfacing insights from key operational, billing, and compliance data.\nProactively communicate status, risks, and solutions to technical and non-technical audiences.\nWhat We're Looking For\nDemonstrated ability to thrive in fast-paced, ambiguous, or rapidly changing environments.\nEffective collaborator and communicator—able to translate business needs into technical solutions and vice versa.\nCustomer- and process-obsessed; relentless about efficiency, accuracy, and reliability.\nStrong sense of ownership, resourcefulness, bias-to-action, and detail orientation.\nPassion for solving complex systems challenges, especially in global enablement, billing, payments, or compliance domains.\nTechnical skills (SQL, data analysis tools, understanding APIs/integrations) and comfort learning new software.\nExperience supporting or administering enterprise SaaS, ERP, payment, or tax platforms is a strong plus.\nQualifications\nBachelor's in Business Administration, Information Systems, Finance, or related field.\n3-5+ years as a Business Systems Analyst, including hands-on experience with both billing/payments platforms and global tax/compliance solutions.\nExperience with configuration, implementation, and management of third-party payment engines (Stripe, Adyen, Recurly) AND tax engines (Avalara, Avatax, Sovos).\nSolid understanding of quote-to-cash lifecycle, tax compliance, general ledger impacts, and ERP (prefer NetSuite).\nStrong quantitative, analytical, and problem-solving skills; advanced proficiency with data analysis tools (SQL, Looker, etc.)\nAbility to manage multiple priorities effectively in a dynamic, high-pressure environment.\nExcellent written and verbal communication; proficiency in documentation and process mapping.\nAdaptability, proactive mindset, and empathy for both customers and internal users.\nProficiency in Workato or comparable automation platforms\nPreferred Qualifications\nSubscription management platform experience.\nExperience navigating ambiguous, evolving requirements or regulatory changes.\nTechnical acumen; familiarity with APIs and system integrations.\nAdvanced skills in troubleshooting, continuous improvement, and cross-functional project management.\nPay & Benefits\nThe cash compensation below includes base salary, on-target commission for employees in eligible roles, and annual bonus targets under HubSpot’s bonus plan for eligible roles. In addition to cash compensation, some roles are eligible to participate in HubSpot’s equity plan to receive restricted stock units (RSUs). Some roles may also be eligible for overtime pay. Individual compensation packages are tailored to your skills, experience, qualifications, and other job-related reasons.\nThis resource will help guide how we recommend thinking about the range you see. Learn more about HubSpot’s compensation philosophy.\nBenefits are also an important piece of your total compensation package. Explore the benefits and perks HubSpot offers to help employees grow better.\nAt HubSpot, fair compensation practices aren’t just about checking off the box for legal compliance. It’s about living out our value of transparency with our employees, candidates, and community.\nAnnual Cash Compensation Range:$115,400—$184,600 USD\nWe know the confidence gap\* and\* impostor syndrome can get in the way of meeting spectacular candidates, so please don’t hesitate to apply — we’d love to hear from you.\nIf you need accommodations or assistance due to a disability, please reach out to us using this form.\nAt HubSpot, we value both flexibility and connection. Whether you’re a Remote employee or work from the Office, we want you to start your journey here by building strong connections with your team and peers. If you are joining our Engineering team, you will be required to attend a regional HubSpot office for in-person onboarding. If you join our broader Product team, you’ll also attend other in-person events such as your Product Group Summit and other gatherings to continue building on those connections.\nIf you require an accommodation due to travel limitations or other reasons, please inform your recruiter during the hiring process. We are committed to supporting candidates who may need alternative arrangements\n\*\*Massachusetts Applicants:\* It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.\*\n\*\*Germany Applicants:\* (m/f/d) - link to HubSpot's Career Diversity page here.\*\n\*\*India\* Applicants: link to HubSpot India's equal opportunity policy here.\*\nAbout HubSpot\nHubSpot (NYSE: HUBS) is an AI-powered customer platform with all the software, integrations, and resources customers need to connect marketing, sales, and service. HubSpot's connected platform enables businesses to grow faster by focusing on what matters most: customers.\nAt HubSpot, bold is our baseline. Our employees around the globe move fast, stay customer-obsessed, and win together. Our culture is grounded in four commitments: Solve for the Customer, Be Bold, Learn Fast, Align, Adapt & Go!, and Deliver with HEART. These commitments shape how we work, lead, and grow.\nWe’re building a company where people can do their best work. We focus on brilliant work, not badge swipes. By combining clarity, ownership, and trust, we create space for big thinking and meaningful progress. And we know that when our employees grow, our customers do too.\nRecognized globally for our award-winning culture by Comparably, Glassdoor, Fortune, and more, HubSpot is headquartered in Cambridge, MA, with employees and offices around the world.\nExplore more:\nHubSpot Careers\nLife at HubSpot on Instagram\nBy submitting your application, you agree that HubSpot may collect your personal data for recruiting, global organization planning, and related purposes. Refer to HubSpot's Recruiting Privacy Notice for details on data processing and your rights."}

Job is inserted: {'company': 'HubSpot', 'title': 'Senior Data Analyst', 'salary': None, 'location': 'Remote • Ireland', 'url': 'https://wellfound.com/jobs/3355876-senior-data-analyst', 'source\_site': 'Wellfound', 'description': "Senior Analyst - Sales Compensation & Incentives\nOur Sales Compensation and Incentives team supports 2,000+ sales professionals driving revenue and growth at one of the fastest-growing publicly traded companies in the SaaS industry. We are seeking a Senior Analyst to join our Sales Compensation and Incentives team with responsibility for executing and supporting our Core Sales Rep and Sales Acceleration compensation and incentive programs.\nThis role reports to the Manager of Sales Compensation and Incentives and offers significant exposure to HubSpot leadership and growth opportunities. If you thrive in a high-impact, analytical role and want to help shape the future of the business, we'd love to hear from you!\nKey Responsibilities:\nSupport sales compensation and incentive programs end to end - from strategy implementation through BAU execution, in partnership with other functions [excl. quota]\nExecute and support strategic changes to our compensation and incentives programs\nHandle Sales Comp and Incentive field tickets and escalations processes, and support the overhaul of same using AI and automation\nCreate and maintain field and leadership reporting on compensation and incentive items such as PClub, Annual Accelerators and Sales Waterfall\nConduct insights and analysis on sales compensation and incentives program performance\nSupport programme performance presentations to C-suite, Sales leadership and other stakeholders and executives\nCollaborate closely with the comp manager and cross-functional teams to deliver results\nQualifications:\n4+ years of experience in Sales, Ops, GTM, or related roles, preferably in a global organization\nPrevious compensation and incentives operations experience preferred, but not required\nStrong communication and presentation skills, with the ability to work effectively with stakeholders\nData-driven mindset with strong analytical skills and attention to detail\nAbility to thrive in a fast-paced, dynamic environment and adapt to changing priorities\nProven ability to execute and deliver results while working with multiple stakeholders across a range of functions [thrives in chaos]\nProficiency with MS Office Suite, Google Apps, Salesforce.com, and HubSpot CRM.\nProven SQL knowledge and experience. Python or R is a plus.\nWe know the confidence gap\* and\* impostor syndrome can get in the way of meeting spectacular candidates, so please don’t hesitate to apply — we’d love to hear from you.\nIf you need accommodations or assistance due to a disability, please reach out to us using this form.\nAt HubSpot, we value both flexibility and connection. Whether you’re a Remote employee or work from the Office, we want you to start your journey here by building strong connections with your team and peers. If you are joining our Engineering team, you will be required to attend a regional HubSpot office for in-person onboarding. If you join our broader Product team, you’ll also attend other in-person events such as your Product Group Summit and other gatherings to continue building on those connections.\nIf you require an accommodation due to travel limitations or other reasons, please inform your recruiter during the hiring process. We are committed to supporting candidates who may need alternative arrangements\n\*\*Massachusetts Applicants:\* It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.\*\n\*\*Germany Applicants:\* (m/f/d) - link to HubSpot's Career Diversity page here.\*\n\*\*India\* Applicants: link to HubSpot India's equal opportunity policy here.\*\nAbout HubSpot\nHubSpot (NYSE: HUBS) is an AI-powered customer platform with all the software, integrations, and resources customers need to connect marketing, sales, and service. HubSpot's connected platform enables businesses to grow faster by focusing on what matters most: customers.\nAt HubSpot, bold is our baseline. Our employees around the globe move fast, stay customer-obsessed, and win together. Our culture is grounded in four commitments: Solve for the Customer, Be Bold, Learn Fast, Align, Adapt & Go!, and Deliver with HEART. These commitments shape how we work, lead, and grow.\nWe’re building a company where people can do their best work. We focus on brilliant work, not badge swipes. By combining clarity, ownership, and trust, we create space for big thinking and meaningful progress. And we know that when our employees grow, our customers do too.\nRecognized globally for our award-winning culture by Comparably, Glassdoor, Fortune, and more, HubSpot is headquartered in Cambridge, MA, with employees and offices around the world.\nExplore more:\nHubSpot Careers\nLife at HubSpot on Instagram\nBy submitting your application, you agree that HubSpot may collect your personal data for recruiting, global organization planning, and related purposes. Refer to HubSpot's Recruiting Privacy Notice for details on data processing and your rights."}

Job is inserted: {'company': 'HubSpot', 'title': 'Senior Business Systems Analyst', 'salary': None, 'location': 'Remote • Ireland', 'url': 'https://wellfound.com/jobs/3352885-senior-business-systems-analyst', 'source\_site': 'Wellfound', 'description': "POS-P324\nAt HubSpot, we have been on an incredible journey building world class Marketing, Sales and Services products that help small and medium size businesses grow better. As part of this journey, we are looking for a Senior Business Systems Analyst to support the development of technology that enables that growth.\nIn this role, you will be part of the Sales Systems Acceleration Team and work closely with the Sales, Sales Strategy, Sales Operations and Flywheel Product functions to evaluate Sales Demo systems, processes and data in order to increase efficiency and improve our sales teams’ abilities to showcase Hubspot’s products to potential and existing customers.\nWhat you’ll do:\nBuild out functional and technical requirements.\nTriage, groom and prioritize incoming requests from sales, engineering and product teams.\nMonitor system integrations and performance.\nCoordinate and perform QA and User Acceptance testing.\nAutomate provisioning of portals and ensure new reps get access to portals.\nPerform portal configuration and use Workato to build automation.\nWork closely with product managers, program managers, automation analysts, designers, and engineers to understand problems and find the best available solution.\nStrong focus on quality and impact - quality of data, performance, user experience, etc\nBe a subject matter expert in Demo systems and processes and have a clear understanding of the current pain points and business problems that reps are facing.\nManage collaboration between multiple teams while communicating risks, issues, escalating blockers and tracking action items.\nYou will work with internal business partners and technical teams to continuously improve our systems and the capabilities that underpin them.\nYou will be part of our culture ofHEART .\nRequired skills:\n3 to 5 years of relevant work experience as a Business Systems Analyst.\nFamiliarity with HubSpot CRM.\nFamiliarity with iPaaS and low code/no code tools such as Workato and Boomi.\nAbility to write, read and modify SQL queries.\nAbility to build complex Excel/Google sheets formulas.\nFamiliarity with data modeling, data integration, data transformation, ETLs, and RESTful APIs.\nExcellent understanding of CRM systems framework and workflows.\nExcellent troubleshooting and problem solving skills.\nExcellent written and verbal communication skills.\nDemonstrated track record of simple technical solutions that deliver high enterprise value.\nCan work across multiple teams with disparate missions within the same functional area.\nThis is a fast-paced and challenging role. You need to be comfortable with effectively managing and adapting to change.\nThe ability to self-manage and self-direct are required. You will perform as a functional leader and a subject matter expert in your space.\nThe following skills will be considered a plus:\nFamiliarity with Demo tools such Saleo, WalkMe and Testbox.\nFamiliarity with Google Suite.\nExperience with data warehousing, data lake and data visualization tools like Snowflake and Looker.\nExperience with AI models and ML frameworks (LLMs, vector databases and transformers).\nPresentation skills\nWe know the confidence gap\* and\* impostor syndrome can get in the way of meeting spectacular candidates, so please don’t hesitate to apply — we’d love to hear from you.\nIf you need accommodations or assistance due to a disability, please reach out to us using this form.\nAt HubSpot, we value both flexibility and connection. Whether you’re a Remote employee or work from the Office, we want you to start your journey here by building strong connections with your team and peers. If you are joining our Engineering team, you will be required to attend a regional HubSpot office for in-person onboarding. If you join our broader Product team, you’ll also attend other in-person events such as your Product Group Summit and other gatherings to continue building on those connections.\nIf you require an accommodation due to travel limitations or other reasons, please inform your recruiter during the hiring process. We are committed to supporting candidates who may need alternative arrangements\n\*\*Massachusetts Applicants:\* It is unlawful in Massachusetts to require or administer a lie detector test as a condition of employment or continued employment. An employer who violates this law shall be subject to criminal penalties and civil liability.\*\n\*\*Germany Applicants:\* (m/f/d) - link to HubSpot's Career Diversity page here.\*\n\*\*India\* Applicants: link to HubSpot India's equal opportunity policy here.\*\nAbout HubSpot\nHubSpot (NYSE: HUBS) is an AI-powered customer platform with all the software, integrations, and resources customers need to connect marketing, sales, and service. HubSpot's connected platform enables businesses to grow faster by focusing on what matters most: customers.\nAt HubSpot, bold is our baseline. Our employees around the globe move fast, stay customer-obsessed, and win together. Our culture is grounded in four commitments: Solve for the Customer, Be Bold, Learn Fast, Align, Adapt & Go!, and Deliver with HEART. These commitments shape how we work, lead, and grow.\nWe’re building a company where people can do their best work. We focus on brilliant work, not badge swipes. By combining clarity, ownership, and trust, we create space for big thinking and meaningful progress. And we know that when our employees grow, our customers do too.\nRecognized globally for our award-winning culture by Comparably, Glassdoor, Fortune, and more, HubSpot is headquartered in Cambridge, MA, with employees and offices around the world.\nExplore more:\nHubSpot Careers\nLife at HubSpot on Instagram\nBy submitting your application, you agree that HubSpot may collect your personal data for recruiting, global organization planning, and related purposes. Refer to HubSpot's Recruiting Privacy Notice for details on data processing and your rights."}

Job is inserted: {'company': 'Dollaride', 'title': 'Data Analyst Fellow', 'salary': '$37k – $40k • No equity', 'location': 'In office • New York City\n+1', 'url': 'https://wellfound.com/jobs/3359287-data-analyst-fellow', 'source\_site': 'Wellfound', 'description': "Company Background\nDollaride is building the future of clean mobility — starting in the communities that need it most. As a New York State and New York City certified Minority Business Enterprise (MBE) based in Brooklyn based in Brooklyn, we electrify commuter van fleets in underserved urban areas through our EV-as-a-Service (EVaaS) model. Our platform combines electric vehicle leasing, charging infrastructure, fleet financing, and smart mobility software to create a seamless path toward zero-emissions transportation.\nWe're backed by top-tier government agencies and private investors and are proud to lead initiatives like New York State’s Clean Transit Access Program (CTAP), bringing sustainable mobility options to transit deserts. Our work sits at the intersection of environmental impact, transit equity, and economic opportunity — and we’re just getting started.\nJoin us as we scale a cleaner, smarter transportation system from the ground up.\nRole Overview\nWe’re looking for a mission-driven Data Analyst Fellow to help shape the future of clean mobility in underserved communities. In this role, you’ll design and build the data infrastructure and analytics tools that track and demonstrate the impact of the Clean Transportation Access Program (CTAP). Your work will inform strategic decisions, support community engagement, and bring transparency to the outcomes of our climate justice initiatives.\nAbout the Fellowship\nThis position is part of the Climate Justice Fellowship Program, funded by the New York State Energy Research and Development Authority (NYSERDA). The program offers a year-long, full-time opportunity to gain hands-on experience with organizations advancing clean energy and climate justice in disadvantaged communities.\nAs a Fellow, you’ll benefit from mentorship in product development, environmental justice, and clean mobility strategy—while contributing to real-world solutions for equitable transportation access.\nEligibility: Applicants must currently reside in New York State and be able to work full-time in NYS for the full 12-month fellowship period.\nKey Responsibilities:\nBuild Data Infrastructure: Design and deploy data pipelines to track KPIs such as kWh saved, CO₂ emissions avoided, service reliability improvements, and economic benefits from fleet electrification.\nData Sourcing & Integration: Aggregate, clean, and harmonize datasets from telematics, CRM, financial systems (QuickBooks), NYC Open Data, MTA feeds, NYSERDA DAC maps, and other relevant data sources.\nAdvanced Analytics & Automation: Utilize LLMs/GenAI tools for route optimization, predictive maintenance alerts, and automated narrative/research reporting. Automate investor reports and develop internal dashboards.\nBusiness Intelligence Development: Create dashboards and analytics tools to identify high-opportunity fleet operators and DAC geographies for CTAP expansion. Develop prospect scoring models and pipeline trackers.\nCommunity Engagement Support: Co-facilitate DAC listening sessions and workshops to align data tools with community needs. Translate technical data findings into accessible visuals for partners and stakeholders.\nPolicy & Impact Reporting: Contribute to grant applications, RFIs, and policy advocacy materials with data-driven narratives showcasing CTAP’s environmental and economic impact.\nInternal Capacity Building: Train Sales & Operations teams on dashboard use and develop documentation for scalable internal data workflows.\nRequired Work Experience:\n2-4 years of professional experience in data analysis, business intelligence, or data/analytics engineering roles.\nHands-on experience with data integration, ETL workflows, and building dashboards for business or impact reporting.\nExperience working with large datasets from multiple sources (financial, CRM, public datasets, etc.).\nPrior involvement in clean tech, mobility, urban transportation, or environmental justice projects is a strong plus.\nRequired Skills:\nProficiency in SQL and data visualization tools (e.g., Tableau, Power BI, or similar).\nStrong skills in Python or R for data wrangling, analysis, and automation tasks.\nFamiliarity with cloud-based data platforms (Google Drive integrations, APIs, or similar).\nExperience with generative AI tools (e.g., LLMs) for automation and advanced analytics is highly desirable.\nAbility to translate complex data insights into clear, actionable visualizations and reports for non-technical audiences.\nExcellent communication and collaboration skills to engage with diverse teams and community partners.\nPreferred Qualifications:\nExperience sourcing and working with public datasets (FOIL/FOAL requests, municipal open data).\nKnowledge of urban mobility challenges, fleet electrification, and DAC mapping frameworks.\nExperience in impact measurement, ESG reporting, or sustainability analytics.\nPrior work in a startup or fast-paced, mission-driven environment.\nFamiliarity with policy analysis or grant reporting processes is a plus.\nProgram Requirements\nPer New York State program requirements, you must meet one of the following criteria:\nBe a New York State resident who is a member of a Disadvantaged Community (DAC) and/or Priority Population.\nCommit to work in NYS-full-time for the entire 12-month fellowship period.\nApplication\nTo apply, submit to recruiting@dollaride.com the following primary documents:\nResume\nCover letter\nWork sample - demonstrate data analysis, reporting, or relevant presentation\nResidency documentation\nNYSERDA Climate Justice Fellow Benefits\nWeekly 1:1 mentorship with Dollaride’s CEO, Engagement Director, and Lead Engineer.\nBi-monthly NYSERDA Climate Justice Fellowship cohort calls.\nQuarterly advisory sessions with AI industry experts.\n$200/month transit stipend.\n$3,000 annual professional development allowance.\nWhy join Dollaride?\nAt Dollaride, everyone drives — no one rides in the backseat. We move with focus, explore boldly, and bring full energy to the work that matters. You’ll join a team that values ownership, transparency, and optimism, where ideas flow, laughter fuels grit, and clean transit equity is our shared North Star.\nOur Values & Culture\nOur values are the backbone of everything we do. They guide our decisions, shape our partnerships, and define how we grow—with integrity, impact, and purpose.\n🌟 Courage to Innovate\n\nWe take on tough problems with creativity, experimentation, and forward motion.\n🤝 Optimistic Impact\nWe lead with energy, humility, and purpose — lifting each other and our communities.\n📈 Adaptability with Clarity\nWe pivot smartly, always grounded in what matters most.\n🚀 Customer Journey Mindset\nEvery solution is built with the customer’s path and experience at the core.\n🌎Clean Transit Equity\nWe champion clean, reliable mobility that puts underserved communities first.\nThese aren’t buzzwords—they’re how we stay grounded while building big.\nIf you meet our requirements and are interested in this opportunity, please submit your resume and application through Wellfound. Contact us at recruiting@dollaride.com with any questions.\nWe believe in Equal Opportunity\nDollaride is an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, color, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status."}

Job is inserted: {'company': 'Topsort', 'title': 'Data Analyst', 'salary': None, 'location': None, 'url': 'https://wellfound.com/jobs/3354810-data-analyst', 'source\_site': 'Wellfound', 'description': "About Topsort\nAt Topsort, we believe in the mission of democratizing the secret technologies of the walled gardens and creating a privacy-first cookie-free world of clean advertising with modern tech, friendly products, and AI. We believe in making advertising intuitive, intelligent, and genuinely cool, without any of the creepy ads or cookie-obsession (well, maybe just the chocolate ones). In a rapidly changing industry, we're on a mission to democratize monetization access for all and ensure that advertising doesn't leave any brand or seller feeling confused or overwhelmed\nToday, Topsort has 5 major hubs worldwide, and employees in 13+ countries, including Menlo Park, Boston, Santiago Chile, Sao Paulo Brazil, Barcelona Spain, and Sydney Australia. We are a truly global company that was born in the pandemic that’s had rapid growth since out of a genius product, a customer-first mentality, and a hardworking team of talented individuals. Since our founding in 2021, we’ve gained customers in retail, marketplaces, and delivery apps in 40+ countries and quickly approaching the #1 position in the industry.\nDo you enjoy a fast-paced environment? Do you like seeing your work create real-time impact, being part of a rocket ship from the very beginning? Let’s do the unimaginable - let’s make ads clean and cool again, with AI and modern technology.\nWhat it’s like to work at Topsort\nOur team is all about straightforward communication, embracing feedback without taking it personally, and fostering a super collaborative environment. It’s a sports team that’s hyper focused on winning, collaborative internally, and competitive externally - never the other way around.\nWe thrive on working in the open, lifting each other up, and getting things done with a sense of urgency. We're the kind of team that loves making bold choices, sharing extraordinary opinions, and maintaining a 100 mph pace. No endless meetings here – if it can be done today, we're all about getting it done today.\nWhat is this role like?\nWe’re looking for a highly skilled Data Analyst with strong product instincts and deep technical expertise. In this role, you’ll lead complex initiatives end-to-end—working closely with engineering and business teams to turn technical possibilities into real product value. You’ll thrive in fast-paced environments and play a key role in shaping the future of our platform.\nBuild strong relationships with stakeholders, proactively providing data analyses and insights to the function.\nInterpret KPIs with a clear understanding on results vs. expected targets.\nContinuously assess and refine existing metrics and KPIs and develop new ones that drive business growth.\nWork closely with the rest of the Product & Engineering team to ensure alignment, adopt best practices in data visualization, and facilitate seamless information flow from the hub to the spoke and vice versa.\nContribute to fostering a strong data-driven culture across the organization.\nWhat (we think) you need to be successful - we’re open to not checking all the boxes and be proven wrong by outlier candidates as well!\nExperience with SQL.\nExperience with BI tools (any service, but Metabase is a plus)\nExperience understanding client dashboard and reporting requirements and transforming them into visualizations.\nExperience dealing with external stakeholders.\nAdvanced English Communication.\nWhat We Value\n\nAt Topsort, we seek professionals who embody the following qualities to drive our mission forward:\nDeep dive into details: Professionals who are not content with superficial answers and dive deeply into the details to uncover root causes and optimal solutions.\nTeam first: A low need for individual recognition, always prioritizing collective results over personal credit.\nYou thrive with ambiguity: Exceptional ability to tackle open-ended problems in unstructured environments, turning chaos into structured innovation.\nAdaptability: Willingness to learn, mentor, lead, and follow as the situation demands, fostering growth at all levels.\nUrgency: A disproportionate sense of urgency in execution, while keeping scalability and the creation of replicable processes in mind to ensure long-term success.\nCuriosity: Genuinely curious individuals who can quickly learn difficult concepts and apply them effectively.\nDo you sound like the right fit? Let's dive right in!"}

✅ Total jobs scraped: 73

Process finished with exit code 0