

Analysis of the article

You may read this document to understand the requirements of the client

Value Proposition

You may use the framework to document your understanding of the requirements

Although this may sound confusing, if you read this subsheet 3-4 times, you would be able to understand how to execute the assignment

Role Name Business Analyst

Define this role from your company's point of view

Three sentence Description

Documenting the client requirements

curating a proposal on the basis of the existing product features of the SaaS product

Confirming it with the client and conveying the requirements to the product team.

What motivated you to create this role, you may share any case studies if you wish to

Context

Since each project is unique and the Tech team takes time to customize the Tech for the requirements. So, we can abstract out all specific instance and arrive at a Tech infra which can bring in agility to reduce the turn around time and thus accelerate revenue realization process

What would you like the candidate to achieve at the end of the project?

Objectives

Coming up with suitable solution while understanding the client's problem statement

Reducing the revenue realization period and the customer onboarding time.

Abstracting out and coming up with tech infra

How would you measure the candidate's progress?

KPIs

Client Satisfaction

Project delivery time

What value does this person create in your company?

Value creation

Reducing the project turn around time and reducing the revenue realisation time.

Reducing the customer onboarding time.

What difficulties would a candidate experience in this role

Challenges

Being agile to move from one problem statement to another with minimal turn around time.
Asking clear and open ended questions for getting more clarity about the problem statement before rolling out the required solution. Require proper communication skills for defining clear problem statement to tech team

What can the candidate learn by executing this role well?

Learnings

Problem solving- developing SaaS solutions for various problems in the manufacturing space

How is the candidate making the world a better place to live in?

Impact

The SaaS solution cuts the quality costs of manufacturing companies. It reduces wastage and thus companies ecofriendly

What qualities would you look for and why?

Desired Personality Traits

analytical person

ability to understand the context and not just go with what the client says

documentation and the ability to share information back with accuracy

ability to bring coherence to the entire system

What is your intuition around the personality of the candidate?

Candidate Persona

Good Communicator - understands the real intentions/needs of clients.

Mediator and Interpreter - Identifying the correct problems and communicating the same to the coders in the way they can intuitively make sense.

YOUR TASK

Q1 Do you think a traditional recruiter can hire a candidate for this role?

Hiring a candidate for the Business Analyst role solely through traditional recruiting methods might be challenging. This role demands a specific skill set, including a deep understanding of client needs, problem-solving abilities, and effective communication skills. A traditional recruiter may struggle to assess these competencies solely based on resumes and interviews without a thorough understanding of the technical and business aspects of the role.

Q2 Does this role require a lot of thinking or is it a low skill job?

This role requires a significant amount of critical thinking and problem-solving skills. It involves understanding complex client requirements, analyzing existing product features, and proposing suitable solutions. Therefore, it is not a low-skill job but rather one that requires high levels of cognitive ability and expertise.

Q3 Is company looking for a passionate candidate or will skill suffice?

While skills are crucial for success in this role, the company also appears to be seeking a passionate candidate who is genuinely interested in understanding client needs and solving problems. A passionate candidate is likely to be more dedicated, proactive, and innovative in finding solutions, which aligns with the company's objectives.

Q4 Is this company look for a culture fit or do you think any good candidate will do?

The company seems to value both skill and cultural fit. While skills are essential for performing the duties of the Business Analyst role effectively, the desired personality traits and qualities indicate a preference for candidates who can align with the company's culture and values. Therefore, finding a candidate who possesses both the necessary skills and fits well within the company's culture would likely be ideal.

Q5 Do you think this company requires DT to hire for them?

Yes, this company may benefit from employing Design Thinking (DT) principles in their hiring process for this role. DT could help them gain a deeper understanding of the needs and expectations of both the company and the candidates, leading to more effective recruitment strategies and a higher likelihood of finding candidates who are not only skilled but also aligned with the company's objectives and culture.

