

## Job Description

**Company Name:** Impact Climate Technologies

Impact Climate Technologies (ICT) is a premier provider of commercial HVAC Solutions. ICT encompasses some of the most respected names in the industry.

**Website:** <https://www.impactclimatetechnologies.com/>

**Job Title:** Manager – Data Analytics & Reporting

**Location:** 732 Joseph E Lowry Blvd NW, Atlanta GA, West Midtown, Atlanta (Hybrid – 3 days/week in office)

**Department:** Information Technology

**Employment Type:** Full-Time Direct Hire

**Salary:** \$130-140,000 base + 10% annual bonus,

**Interviewing With:**

- Bob Toupin, CIO (<https://www.linkedin.com/in/bobtoupin/>)
- Geoffrey Patton, IT Solution Manager  
(<https://www.linkedin.com/in/geffreypattonmsm/>)
- Mickey Williams, Power BI Architect & Sr. Developer (<https://www.linkedin.com/in/mickey-williams/>)

## Job Summary

We're seeking a dynamic and intellectually curious Data Analytics Manager to lead our enterprise reporting and Power BI platform in a rapidly growing, private equity-backed company in the HVAC industry. This role is ideal for a self-starter with a passion for operational excellence, financial analytics, and CRM-driven insights. You'll play a pivotal role in building a scalable data infrastructure and delivering actionable intelligence across departments—including finance, sales, service, and operations.

This is a player-coach role, as there is 1 PowerBI Contractor who obtains the data from various systems and creates the PowerBI Dashboards. We envision 25% strategy and leadership, and 75% hands on work analyzing and digging into the data to ensure the results match the expected outcome.

## **Key Responsibilities**

### **Power BI & Data Platform Leadership**

- Drive data quality, integrity, and consistency across datasets and platforms.
- Integrate data from Syspro ERP, Sage, CRM systems, and other sources into unified dashboards
- Develop scalable data models and visualizations for executive and operational reporting

### **Analytics & Reporting Strategy**

- Ensure timely and accurate reporting across business units (finance, operations, sales)
- Ensure consistency in the KPIs and metrics across our different business units
- Partner with finance and operations to deliver insights on revenue, margin, operational efficiency, and customer trends
- Lead efforts to automate reporting and reduce reliance on manual Excel processes

### **Team & Stakeholder Collaboration**

- Work with 8 Presidents across our portfolio companies to ensure we provide pertinent reporting and dashboards
- Work cross-functionally with IT, finance, and sales teams to define reporting needs
- Translate business questions into data-driven solutions and dashboards
- Utilize statistical methods and predictive analytics to uncover trends, anomalies, and opportunities
- Present complex analytical findings in clear, concise, and actionable formats

## **Required Skills & Qualifications**

- Energetic, personable, and intellectually curious with a bias toward action
- 5+ years of experience in BI, analytics, or financial reporting roles
- Very strong Excel skills
- SQL, Power BI, Power Query, DAX, Snowflake

- Experience with designing and building a data analytics strategy with Financial and CRM systems; Strong execution skills.
- Proven track record of building enterprise analytics in a high-growth environment
- Excellent communication and stakeholder engagement skills
- Exposure to private equity-backed environments and M&A integration

#### Preferred Attributes

- Experience with Syspro ERP and Bidtracer CRM data integration
- HVAC or industrial services experience
- Comfortable in a fast-paced, evolving organization with multiple acquisitions

#### What Success Looks Like

- A unified analytics platform that empowers decision-makers across the business
- Streamlined reporting processes that reduce manual effort and improve accuracy
- A culture of data-driven decision-making and continuous improvement

#### Why Join Us:

- A hybrid work environment offering a balance of in-office collaboration and remote flexibility.
- Opportunity to make a direct impact by building and improving our data analytics capabilities from the ground up.
- Work in a dynamic and growing organization with exposure to diverse and exciting IT projects.
- Collaborate with talented professionals across multiple departments and levels.
- Competitive salary and benefits.

#### Company / Team Details

- Team culture:

- Collaborative, scrappy, flat hierarchy
- Fast-growing, PE-backed, fun but high-expectation environment
- Casual but professional dress code (business casual, no jeans/t-shirts)
- Strong voice and autonomy for team members

- Team size: 10 IT staff

- Client tech stack:

- Snowflake data warehouse
- Power BI for BI and reporting
- Heavy Excel usage
- Some CRM and financial data sources

**Team's projects/initiatives:**

- Building enterprise reporting and KPI dashboards
- Supporting ongoing acquisitions and growth initiatives