

## **Position Description: Business Analyst Lead**

**Location: Eldoret, Kenya**

### **About Us**

Earthbanc is a mission driven business that supports the development of agroforestry, reforestation and carbon projects. We support landowners to grow new forests and restore ecosystems that bring back biodiversity and support farmers with new sources of potential revenue. Earthbanc supports communities on the front line of climate change and engages with farmers, landholders and NGOs.

Earthtree is present in Kenya and India, and the subsidiaries of Earthbanc that develop agroforestry projects. In both countries Earthtree supports landowners to grow new agroforest systems in a highly data driven manner, supporting farmers with new potential sources of revenue.

We support communities to help their land regeneration goals and engage with farmers, and landholders to help them achieve their land productivity goals. Agro commodities are a key part of the strategy for increasing revenue per hectare for the landowner, enabling a sustainable cash flow, so that landowners are incentivised to keep the trees on their land for project duration.

### **About the Role**

We are seeking a highly skilled and motivated Business Analytics Lead to join our global team, in support of our existing tree planting projects in India and Kenya. The role requires an experienced professional who will be responsible for producing and leading the collection, analytics, and interpretation of complex data sets to extract valuable insights and support data-driven decision-making processes.

The Lead Business Analyst serves as the critical link between business stakeholders and technical teams, leading requirements gathering and solution design. This strategic role oversees the business analysis function, mentors junior analysts, and ensures delivery of high-quality business solutions aligned with organizational objectives. This role is responsible for establishing business analysis standards, overseeing complex projects, and ensuring the successful delivery of solutions that drive business value.

### **Your Responsibilities**

- Build, lead, and mentor a high-performing team of business analysts
- Establish and maintain business analysis methodologies, standards, and best practices
- Allocate resources effectively across multiple projects and initiatives
- Drive requirements gathering, documentation, and validation for critical business solutions
- Collaborate with senior stakeholders to understand strategic objectives and translate them into actionable plans
- Oversee complex business process analysis and improvement initiatives
- Create and maintain relationships with business unit leaders to understand evolving needs
- Develop and implement quality assurance processes for business analysis deliverables
- Manage the business analysis lifecycle from inception through implementation
- Serve as escalation point for complex analysis challenges or stakeholder concerns
- Lead requirements elicitation, documentation, and management throughout the project lifecycle
- Translate complex business needs into detailed functional specifications
- Facilitate workshops and meetings with stakeholders to gather and validate requirements

- Develop process maps, workflow diagrams, and data models to document current and future states
- Oversee the analysis team, providing guidance, mentorship, and quality control
- Conduct impact assessments and gap analyses for proposed business changes
- Collaborate with project managers to establish timelines and resource requirements
- Develop and maintain relationships with key business stakeholders
- Validate that delivered solutions meet business requirements through testing and user acceptance
- Stay current with industry trends and best practices in business analysis

## About You

- Bachelor's degree in Business Administration, Information Technology, or related field
- 10+ years of business analysis experience
- 5+ years of management experience leading teams of analysts
- Proven track record of delivering successful analytics solutions
- Strong understanding of project management and business analysis methodologies
- Knowledge of both Agile and traditional development methodologies
- Familiarity with system implementation and change management practices
- Proficiency in business process modeling notation (BPMN)
- Experience working across multiple business domains
- Proficiency with requirements management and documentation tools (JIRA, Confluence, etc.)
- Experience with process modeling and mapping techniques
- Proficiency in data analysis tools such as Python, SQL, R, or similar programming languages
- Ability to interpret and communicate complex data findings to both technical and non-technical stakeholders, preferably, in the context of forestry, agriculture, or horticulture domains
- Proficiency in data modeling and database concepts
- Experience with data governance, data quality, and data management principles is desirable.
- Understanding of software development methodologies (Agile, Waterfall)
- Familiarity with testing methodologies and quality assurance practices
- Excellent communication and stakeholder management skills
- Strategic thinking with ability to align analysis efforts with business goals
- Strong problem-solving and conflict resolution abilities
- Experience with Snowflake will be an advantage
- Familiarity with machine learning concepts and algorithms is a plus

## What we Offer

- Competitive salary and benefits
- Collaborative and dynamic work environment where you can make a significant impact
- Fast growing business with a great opportunity to quickly grow your career
- Opportunity to positively impact climate, biodiversity and communities in Kenya and globally.
- Professional development opportunities

We value diversity and inclusion, and are proud to be an equal opportunity employer. All applicants will be considered for employment without any form of discrimination.