

Data Analytics 

Growth Analytics Manager

We are looking for an experienced Growth Analytics Manager to help us optimize and scale our growth strategy across 50+ countries. This role requires a strategic thinker with an analytical mindset, exceptional stakeholder management, and communication skills to ensure alignment and swift execution.

You will be responsible for building, motivating, and managing a team to achieve these objectives, ensuring that Bolt continues to grow and innovate within the competitive landscape.

Location: Tallinn, Estonia

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About the role

As the Growth Analytics Manager, you will play a key role in identifying and executing growth opportunities, whilst managing the efficiency of the vertical's incentives budget. You will be the strategic partner for regional management as well as executive leadership to guide the development of local marketplace strategy and the growth of customers through their lifecycle.



What you can expect

Main tasks and responsibilities:

- Budget & P&L Ownership** – Manage the global incentives budget for ride-hailing, reallocating funds to optimize efficiency and meet financial targets.
- Roadmap & Localisation** – Develop and implement long-term incentives and growth strategies, ensuring effective deployment across markets with localized improvements.
- Reporting & Insights** – Identify key growth opportunities, share insights with stakeholders, and drive data-driven decisions for marketplace efficiency.
- Team Management** – Lead and develop a team of 10+ growth analysts, setting objectives, managing performance, and fostering a strong team culture.
- Process Optimization** – Standardize reporting, campaign deployment, and pricing decisions, enhancing efficiency through process and tooling improvements.
- Stakeholder Management** – Align with senior leadership and local teams, effectively managing expectations and executing strategic initiatives.

What we expect

About you:

- BSc in Mathematics, Economics, Statistics, or Business-related field.
- At least 6 years of experience in marketing, growth, incentives, or customer analytics in a fast-paced tech environment.
- Proven experience building and managing a high-performing analytics team of at least 3.
- Experience in consulting, pricing & incentives strategy, growth, and/or marketplace sector is extremely desirable.
- Solid grasp of statistics and demonstrated experience with A/B testing and experience with analytical tools, such as SQL, Excel, and data visualisation tools (e.g., Tableau, Power BI or Looker).
- Experience with Python or R is a plus

Experience is great, but what we really look for is drive, intelligence, and integrity. So even if you don't tick every box, please consider applying if you feel you're the kind of person described above!



Apply now and join us to make cities
for people, not cars.



First name

Alex

Last name

Doe