

[Data Analytics](#)

Data Analytics Manager, Growth Automation

We are looking for an experienced Data Analytics Manager, Growth Automation for our Growth Analytics Strategy. In this role, you will empower 40+ Growth Analysts with the state-of-the-art incentives platform and data insights to elevate Bolt to new heights!

Location: Tallinn, Estonia

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About us

With over 200 million customers in 50+ countries, Bolt is one of the fastest-growing tech companies in Europe and Africa. And it's all thanks to our people.

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We believe in creating an inclusive environment where everyone is welcome, regardless of race, colour, religion, gender identity, sexual orientation, age, or disability.

Our ultimate goal is to make cities for people, not cars, and we need your help to achieve this mission!

About the role

As the Data Analytics Manager, you will oversee two critical areas: 1. analysis of Growth Analytics workflows to improve our internal Incentives platform and 2. business intelligence supporting dashboard/reports creation and maintenance.

You will manage a team of Growth Platform Analysts and Business Intelligence Analysts, collaborating closely with cross-functional teams to design, develop, and implement scalable solutions that automate incentives domain processes across Ride-Hailing, Food Delivery, and Rentals.

Your role will involve aligning Growth Analytics needs with campaign platform strategies, driving process improvements, and delivering actionable insights derived from data.

What you can expect

Main tasks and responsibilities:



- ⚡ Leading and managing a team of Platform Analysts and Business Intelligence Analysts, providing guidance, mentorship, and support
- ⚡ Setting OKRs of continuous improvement to our work process and tooling
- ⚡ Conducting audits and analysis of BI needs, existing workflows and platform tooling, identifying pain points to drive process improvements and scalability.
- ⚡ Collaborating with Product & Experimentation Teams to align on BI and campaign platform strategy and priorities to design and adopt scalable solutions through a common roadmap
- ⚡ Establishes efficient workflows for (re)training and support of Growth Analysts on processes, tools, and methodologies to ensure proficiency and adoption
- ⚡ Taking ownership of projects within the designated sub-domains and driving them to successful completion

What we expect

About you:

- ⚡ 5-8 years of experience in Analytics, Product, and Campaign management
- ⚡ You excel at best practices of change management and process/product improvement
- ⚡ Excellent communication and collaboration skills, adept at leading cross-functional teams
- ⚡ Proficiency in data analysis tools such as Looker, Databricks, DBT, Python, Excel, SQL, etc
- ⚡ Understanding of business goals and a proactive mindset for problem-solving in a fast-paced environment.
- ⚡ Experience with campaign management platforms or CRM platforms is considered as an advantage.

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!



Become part of our Data Analytics team

The Data Analytics team ensures the sustainable growth of our business lines. We are distributed across the organisation, standing between executive management and local operations, acting as an internal consultancy for growth-related topics.

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Why you'll love it here:

- ⚡ Play a direct role in shaping the future of mobility.
- ⚡ Impact millions of customers and partners in 600+ cities across 50 countries.
- ⚡ Enjoy the flexibility of working in a hybrid mode with a minimum of 2 days in the office each week to foster strong connections and teamwork.
- ⚡ Take care of your physical and mental health with our wellness perks.



Accelerate your professional growth with unique career opportunities.

*Some perks may differ depending on your location.



Get a rewarding salary and stock option package that lets you focus on doing your best work.



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First name

Alex

Last name

Doe

Email

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Phone number

+372

51234567

Upload your CV

Drop files here to upload
or choose from your device

Browse files

Supported formats: .pdf, .docx (max. file size 5MB)

Would you consider joining our team and being based in Estonia?

Select an option

Will you now or in the future need sponsorship for employment visa status to start or keep working with Bolt?

Select an option

If you require sponsorship for employment visa status, Bolt will need to process your identity, travel, and working documents before an offer is made to you. By submitting this application you give permission to Bolt to collect and review these documents.

Bolt is committed to working with and providing reasonable accommodations to job applicants with physical or mental disabilities. If you require assistance for any part of the application or hiring process, please let us know here: (optional)

Type here

By answering this question, you are giving Bolt explicit permission to collect and process your disability data for the purpose of accommodating your application process in accordance with our [Privacy Notice](#).

Do you possess the following skills necessary for this new adventure:

Select...

By ticking this box, I confirm that I have read and understand the content of the [Privacy Notice](#) and acknowledge that my personal data will be processed as part of this application.

Fill in our Demographic Survey

Please help Bolt's diversity and inclusion efforts by completing our voluntary demographic survey.

Which gender identity do you most closely identify with? (optional)

- Female
- Prefer not to disclose
- Male
- Non-binary
- Other

Question 1/5

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Please be assured that your answers are confidential. All data will be handled anonymously and won't be linked to you or your application. Your responses will in

no way impact your application or opportunity to work with us.

By answering the questions above, you authorise us to process your demographic data in accordance with Bolt's [Privacy Notice](#).

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