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Xelay Acumen Group, Inc.
Business Analyst, Consulting

Company Description
Xelay Acumen Group, Inc is a strategy and management consulting firm serving biotechnology, pharmaceutical, and health care provider clients. Our engagements focus exclusively on high value-add for our clients' most critically important issues and challenges. Xelay Acumen strives to be the leading healthcare strategy and management consulting firm focused on enabling distinctive success for innovative products that matter. We deliver extraordinary results for our healthcare clients by attracting and developing talented high potential team members.

At Xelay Acumen Group, Inc., our people are excited to help clients address their most pressing issues and challenges. We leverage the flexibility and expertise of our virtual network and organization and bring to bear an unparalleled combination of skill sets: strategic problem solving, rigorous analyses and methodologies, and clear and concise communications to bring about uniquely extraordinary results.

Position Description
Xelay Acumen Analysts are a diverse group of highly qualified people with a wide range of backgrounds, from hard science to business. Offering challenging responsibilities, broad business exposure and unrivaled career prospects, Xelay Acumen's Analyst are provided an unparalleled opportunity to apply knowledge, business intuition, and analytical rigor to real-world challenges, building invaluable skills and experience along the way. It's a great way to set yourself up for future success—at Xelay Acumen and beyond. Candidates with all experience levels are encouraged to apply.

The Business Analyst role is a full-time position to support strategic analyses of clinical, medical, and market data within the biotechnology, pharmaceutical, and health care provider industry, and collaborate with client and Xelay team members to accomplish project engagement goals and objectives.

Analysts at Xelay Acumen tackle the most advanced and difficult problems our clients face that drive the bottom-line financial returns and create tremendous value, including
- Creating compelling communications of critical information
- Designing and developing visualizations of data and concepts to vastly improve audience engagement and understanding
- Conducting clinical trial data analytics and design
- Developing and writing medical publications and communications with novel analyses and compelling visualizations
- Researching to understand and shape new markets

- Framing new business and medical treatment models
- Assessing specific competitors' performance
- Performing due diligence

Development

One of the five core values at Xelay is to "develop our people". This value goes beyond being a mere statement – it is a dedicated promise to invest in the personal and professional evolution of every individual within our organization. At Xelay, we have cultivated an environment where learning is seamlessly integrated into our daily operations. We actively engage our team members in real client engagements, providing them with hands-on responsibilities that not only challenge and stretch their abilities but also accelerate their professional growth. This approach fosters a sense of ownership and accomplishment among our team members.

Our commitment to developing people extends to comprehensive training in consulting, leadership, and communication. This training is complemented by several offsite sessions throughout the year and biweekly meetings with mentors. We understand that each individual's journey is unique, and therefore, we offer personalized development plans tailored to the aspirations and goals of our team members. By championing a "people developing culture", we empower our team members to excel in their current roles and prepare them for future leadership positions. We firmly believe that our investment in their growth is an investment in the overall success of our firm.

Analysts are our frontline in developing powerful insights and driving results for our clients. We invest heavily in our Analysts and believe in the apprenticeship model of management consulting. At Xelay Acumen, you will gain frequent professional development and consulting skills as well as a global network of like-minded colleagues that will prepare you for your time at Xelay and beyond.

Development opportunities include:
- Direct access to the CEO, leadership team members, and team leads to develop leadership, consulting mindset/skills, communication, and analytics skills
- Offsite training retreats to learn/practice new skills
- Leadership training from an Executive Leadership Coach typically reserved for C-level executives
- Assigned mentor to work on development goals
- Bi-weekly meetings with senior team leads to evaluate performance and progress
- Opportunities to serve global clients across healthcare, pharmaceutical, and biotech industries
- Opportunities to expand responsibility from consulting/analytics to talent acquisition, property management, foundation, office management, etc.

- Management roles in the US and globally for strong performers

Compensation and Benefits

We believe in fostering a positive and inclusive workplace culture, and our benefits are designed to support the well-being and success of our valued team members. We offer a competitive total compensation package, including a target annual compensation of $90K with a base of $70K and the following fringe benefits:

[Development and Training]
- Leadership & Communications Training
- Formal Development Mentor
- Professional Coaching Sessions
- Off-Site Corporate Retreats
- In Office Consulting Skills Training
- Operational and Process Improvement
- Senior Client Facing Exposure
- Projects with Significant Responsibilities
- Access and Input to Senior Leadership
- External Training Stipend
- Training Resources Library

[Health and Wellness]
- 5 Weeks Paid Vacation/Holiday Time
- Unlimited Unpaid Time Off
- Health Insurance: Medical, Dental, Vision
- Concierge Medical Consultations
- Gym Membership Program
- Entry Fees to Local Charity Races
- USTA Initial Membership and Registration
- Marriott/Vistana Personal Weekend Retreat
- Spa and Massage Services
- Xelay Sabbatical Program

[Quality of Life]
- Apple Corporate Discount Program
- Apple Laptop/Desktop Program
- iPhone Program
- Portable Charger
- Global Entry Fees
- Commuter Program
- Office Snacks and Drinks
- Team Lunches with CEO
- Personal Development Stipend
- Insurance Agent Advice and Support
- Direct Deposit Program

[Rewards]

- Quarterly or Semi-Annual Performance Bonus Program
- Xelay Corporate Spot Awards
- Xelay Peer Spot Awards
- Annual Matching Roth IRA Contributions
- Long Term Incentive and Profit Sharing Program
- Investment Access to Xelay Capital Funds
- Quarterly Michelin Star Reward Dining with Senior Leadership
- Semi-Annual Shopping Spree (Warehouse Dash)

Responsibilities

Analysts at Xelay Acumen quickly acquire the core capabilities of a successful, trustworthy team member through the following responsibilities:

- Manage individual workstreams
- Create, refine, and present recommendations to senior management
- Structure and solve challenging problems to address critical business issues
- Create compelling storylines and visualizations to accomplish critical communication challenges
- Perform complex clinical trial and database analyses in support of ad-hoc and ongoing projects
- Synthesize medical literature and communications into key takeaways and implications for the Client
- Receive and provide timely feedback from managers and team members
- Develop programs, methodologies, and files for analyzing and presenting data
- Interpret and organize data results, literature research and market research into executive summaries and professional consulting presentations
- Use and support database applications and analytical tools: evaluate data quality, applications, and functions, produce output, maintain data assets
- Research new data sources and analytical tools; contribute to new product development and improvement in product delivery and presentation

Desired Skills & Experience

Required:

- Bachelor's degree in Engineering, Computer Science, Mathematics, Finance, Economics, Marketing or related analytical fields
- Strong analytical and problem-solving skills and the ability to conduct complex data analysis using analytical databases/tools like Microsoft Excel (eg, pivot tables, LOOKUP, SUMIF, COUNTIF functions, etc). Demonstrated ability to manipulate data, understand complexities, and generate reports/presentations
- Demonstrated drive for quality, a strong commitment to and affinity for delivering the highest level of data services and analyses

- Excellent communication skills, both written and verbal. Deep/expert experience with Powerpoint presentations
- Flexible & creative, with a collaborative work style. Ability to establish / maintain effective working relationships. High-energy, self-motivated, and organized.
- Strong project management skills
- Ability to relocate to the SF-Bay area
- Must be able to work in person within an office setting (not remote)
- Values development feedback to learn new skills and learns new skills quickly; receives feedback well and is thankful and grateful for the other person's investment

Desirable, but not required:
- Consulting firm, market research firm, or financial analysis work strongly preferred
- Experience with large amounts of data (big data) and data warehouses preferred
- Project management, market research, questionnaire design, and website development experiences are a plus
- Basic statistical skills, including sample size, confidence intervals, linear correlation, regression analysis etc. Understanding of SAS, SPSS or other statistical analysis package
- Ability to interpret data and express implications of analysis

Interested parties should apply via
https://www.surveymonkey.com/r/XelayAcumenJobs

For more information, visit: www.xelayacumen.com or find us on LinkedIn and Facebook.