



Xelay Acumen Taipei, Inc.

Analyst Fellowship Program, Analytics and Information, Taipei Office

Interested parties should apply via

<https://www.surveymonkey.com/r/XelayAcumenJobs>

(All materials are required to be in English)

Company Overview

Xelay Acumen Taipei, Inc. is a strategy and management consulting firm serving biotechnology, pharmaceutical, and healthcare provider clients on high-value, high-stakes challenges. Our Fellows work in small teams on real client problems, developing insights and recommendations that support important business, clinical, and strategic decisions.

Headquartered in the San Francisco Bay Area with an Asia Pacific office in Taipei; Xelay combines healthcare consulting with a broader range of operating activities. The Firm has expanded into areas including sports management and nonprofit work through Xelay Foundation creating opportunities for high-performing Fellows to gain exposure beyond traditional analytics and consulting.

As Fellows develop, that breadth can translate into opportunities – based on performance and business needs – to contribute across areas such as healthcare strategy and analytics, sports management, talent acquisition, office management, and foundation work. For an early-career professional, this can provide unusually broad exposure to how organizations operate and the opportunity to build cross-functional and management experience earlier than might be possible in a larger, more narrowly defined role.

This is a Fellowship, Not Just a Job

The Analyst Fellowship is a 24-month accelerated professional development program designed to help high-potential early-career professionals build capabilities and take on responsibility faster than they might in a more traditional entry-level role.

From the beginning, Fellows work on real client problems, receive direct mentorship and frequent feedback from experienced professionals, and progress against clear development milestones. As your capabilities grow, so does your responsibility – from conducting analyses and owning workstreams to developing recommendations, communicating with senior

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stakeholders, and taking on broader project and management responsibilities. Our goal is straightforward: by the end of the Fellowship, you should be able to take an unfamiliar, ambiguous problem, figure out what actually needs to be answered, build a defensible recommendation, persuade a senior executive to act on it, and lead others doing the same work. Whether your next step is leadership at Xelay, another leading organization, graduate or medical school, industry, entrepreneurship, or another path, the skills, judgment, and professional habits you build here to continue creating value throughout your career.

Because this requires a meaningful investment of training, mentorship, feedback, and real responsibility, we are looking for Fellows who are prepared to commit fully to the 24-month program and make the most of that investment.

What You Will Learn To Do

The Fellowship is designed not simply to teach you how to perform a particular job, but to build a set of transferable professional capabilities that will remain valuable throughout your career.

Over 24 months, our goal is for you to become significantly better at taking an ambiguous problem, determining what matters, finding and analyzing the right information, developing a sound recommendation, communicating it clearly, and working with others to turn that recommendation into action.

You will deliberately develop seven core capabilities:

- **Structuring:** Learn to take ambiguous, complex problems and break them into clear, manageable questions. Instead of waiting to be told exactly what to do, you will learn how to determine what needs to be solved and how to approach it.
- **Problem-solving:** Learn to move from data, research, and incomplete information to a **defensible, evidence-based recommendation** – and to distinguish an interesting finding from an insight that actually matters.
- **Effective communication:** Learn to communicate **clearly, concisely, and persuasively**, particularly with senior audiences. You will practice turning complex analysis into the few messages, implications, and actions an executive needs to understand.
- **Early and often communication:** Learn to surface questions, risks, disagreements, and incomplete thinking early rather than waiting for a “perfect” answer. This helps teams move faster, improves the

quality of work, and develops the judgment to know when to ask for input and when to move forward independently.

- **Teamwork:** Learn to operate effectively in small, high-accountability teams – managing your commitments, supporting teammates, giving and receiving direct feedback, and maintaining quality under deadline pressure.
- **Management:** As you progress, learn how to delegate, review work, provide useful feedback, and help develop others – responsibilities that many professionals do not receive until much later in their careers.
- **Strategy:** Learn to connect individual analyses and decisions to the larger objective: What are we ultimately trying to accomplish? What matters most? What should happen next?

These capabilities are valuable far beyond management consulting. They apply whether you ultimately lead a business, work in healthcare or technology, pursue graduate or medical school, join another organization, or build something of your own.

At Xelay, you develop them through a deliberate combination of structured training, hands-on exercises, real client work, close manager guidance, and continuous feedback. Rather than learning these concepts only in a classroom, you will apply them again and again to real problems – with increasing expectations and responsibility as you improve.

24 months in, this opens up a wide set of opportunities that most people reach years later. You will be able to walk into an unfamiliar industry and know how to get to an answer, own a workstream end to end, sit across from executives and have them act on your recommendation, and develop the people working with you. And you will be able to choose your next step – a larger role here, a top graduate or medical program, an operating role, or something you build yourself – on the strength of what you can demonstrably do.

Program Structure & Path

Track	Length & Title	What Happens Next
Specialist	12-month Internship	Completion bonus at month 12; option to convert into the Fellowship track for high performers.

Track	Length & Title	What Happens Next
Analyst / Associate	24-month Fellowship	Milestone bonus at month 12, larger completion bonus at month 24; eligible for promotion and continued employment for those who meet performance criteria.

Performance is reviewed against transparent criteria at each milestone. Fellows who meet the bar are promoted into higher-responsibility roles – in Taipei or, for outstanding performers, in the U.S. office – with an expanded scope spanning analytics, sports management, talent acquisition, office management, or the Xelay Foundation.

Accelerate Your Career Through Direct Access to Healthcare & Strategy Leaders

At Xelay, your growth is accelerated by working directly with experienced healthcare, clinical, and strategy professionals. As a new graduate, you will have opportunities to receive mentorship, feedback, and guidance from leaders who have built expertise at world-class organizations – access that is often difficult to obtain early in your career at larger companies:

- **Learn directly from experienced leaders and mentors.** Work closely with professionals who bring decades of experience in healthcare, medicine, and strategy consulting, including a former McKinsey & Company consultant with 25+ years of strategy consulting experience, and physicians in the U.S. Their guidance helps you develop stronger problem-solving skills, business judgment, and healthcare industry knowledge from the beginning of your career.
- **Build your professional foundation alongside people trained at leading institutions.** Gain exposure to colleagues and mentors with backgrounds from prestige institutions, such as Massachusetts Institute of Technology, University of Chicago, University of California, Berkeley, Johns Hopkins University, National Taiwan University, and other top institutions. You will learn how experienced professionals approach complex problems, conduct rigorous analysis, and create meaningful impact in healthcare.
- **Develop expertise through real-world healthcare research and innovation.** Learn from a team whose clinical and research



contributions have been published in leading journals, including the New England Journal of Medicine, JAMA, Future Oncology, Journal of Urology, The Journal of Clinical Endocrinology & Metabolism, Therapeutic Advances in Urology, and Hormone Research in Paediatrics. This exposure gives you firsthand insight into how high-quality healthcare evidence is generated, evaluated, and communicated.

At Xelay, you are not just starting a job – you are building your career with direct access to experienced professionals who can help you grow faster, think more strategically, and develop capabilities that typically take years to gain.

Development

One of the five core values at Xelay is to “develop our people”. This is more than a statement – it is our commitment to helping every team member grow faster, take on meaningful challenges, and build the skills needed for long-term success.

At Xelay, new graduates are not limited to observing from the sidelines. From the beginning, you will contribute to real client engagements, solve complex problems, and take ownership of meaningful work. Through hands-on experience, close mentorship, and continuous feedback, you will accelerate your development and build capabilities that typically take years to develop in larger organizations.

Our development approach combines the apprenticeship model of management consulting with individualized career growth. You will work directly with experienced leaders, receive structured training, and have opportunities to expand your responsibilities as you demonstrate your abilities.

Development opportunities include:

- **Direct mentorship and feedback from experienced leaders**
– Work closely with the CEO, leadership team members, and team leads to develop leadership capabilities, consulting mindset/skills, strategic thinking, communication effectiveness, and analytics skills
- **Accelerated learning through real-world projects** – Support global clients across healthcare, pharmaceutical, and biotech industries while developing analytical, problem-solving, and project management skills



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- **Structured professional development** – Participate in offsite training, leadership development programs, and regular mentor sessions designed around your personal growth goals
- **Exposure beyond traditional consulting roles** – As Xelay continues to grow into new areas, Fellows have opportunities to contribute across diverse functions and industries, including healthcare strategy, analytics, talent acquisition, foundation initiatives, office operations, property management, and sports management. This breadth allows you to discover your strengths, expand your skill set, and build a unique professional profile early in your career
- **Global career opportunities** – High-performing team members may have opportunities to travel to the U.S. for training, participate in long-term rotations, transfers internationally, and take on management responsibilities in Taipei or globally

At Xelay, your first 1–2 years are designed to be a period of significant growth. You will gain exposure to different industries, develop highly transferable skills, work closely with experienced professionals, and take on responsibilities that prepare you for future leadership opportunities.

Compensation & Program-Completion Bonus

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:

- Base salary commensurate with experience and skills (starting from NT\$50,000/month)
- Program-completion bonus paid at months 12 and 24, on top of base and performance bonuses
- Performance bonuses evaluated weekly, quarterly, and yearly, plus a quarterly team goal bonus
- Chinese New Year bonus
- Fully funded U.S. training trips (1-3 months per year)
- Extra PTO beyond government requirement, meal allowance, personal development stipend, external training stipend
- Massage service, laptop allowance, fitness incentives, government benefits, team-building events, and offsite retreats in Japan/US/Taiwan

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Progressive Responsibility: Growing from Analyst to Consultant

The Fellowship is designed as a two-year progression where your responsibilities grow alongside your capabilities. You will start by building strong analytical foundations, then gradually take ownership of larger workstreams, client recommendations, and team responsibilities.

Through this progression, you will develop the confidence and judgment to independently solve problems, communicate with senior stakeholders, and lead others.

Early Stage: Build the Foundation

You will learn how Xelay approaches complex healthcare and business problems by:

- Conducting clinical, market, and business research
- Performing data analysis and developing analytical outputs
- Synthesizing information into clear insights and recommendations
- Supporting client deliverables and learning from experienced team members
- Receiving frequent feedback to improve the quality and impact of your work

Developing Stage: Own Analyses and Workstreams

As you develop your skills, you will take increasing ownership by:
Managing individual analyses and project components from start to finish
Structuring ambiguous problems and determining the right approach
Developing evidence-based recommendations for client challenges
Creating executive-ready presentations and communicating insights clearly
Collaborating directly with managers and senior team members to refine your work

Advanced Stage: Lead Projects and Develop Others

As a high-performing Fellow, you will progress toward responsibilities typically given to more experienced professionals:

- Managing larger project workstreams and coordinating team deliverables
- Presenting recommendations to senior management and client stakeholders
- Reviewing and improving the work of junior team members
- Delegating tasks, providing feedback, and helping others develop



- Contributing to the development of new methodologies, tools, and business opportunities

By the end of the Fellowship, you will have progressed from executing analyses to owning complex problems, leading workstreams, and developing others. You will leave Xelay with the practical experience and professional judgment needed to take on larger roles – whether continuing at Xelay, pursuing further education, or building your career elsewhere.

Is This Fellowship Right For You?

This is for you if...

- You want your first 1–2 years to build skills that compound for a decade.
- You'd rather be developed intensively than paid at the top of market immediately.
- You're energized by direct feedback and being stretched past your comfort zone.

This is not for you if...

- You're looking for a short-term placeholder while you interview elsewhere.
- Maximizing starting salary matters more to you than the training investment.
- You prefer a fixed, predictable scope over ambiguous, fast-changing work.

Desired Skills & Experience Required

- Taiwanese citizenship, Gold Card holder, or Graduating from a Taiwanese institutions within 2 years
- Bachelor's degree in Engineering, Computer Science, Mathematics, Finance, Economics, Marketing, Business Administration, Life Sciences, Biology, Chemistry, Physics, Medicine, Nursing, Bioinformatics, Information Technology, or a related analytical field
- Strong analytical and problem-solving skills; demonstrated ability to conduct complex data analysis using tools like Microsoft Excel (pivot tables, LOOKUP, SUMIF, COUNTIF, etc.) and to turn results into reports and presentations
- Strong Microsoft PowerPoint skills (data visualization, data interpretation, formatting)
- Demonstrated drive for quality and a strong commitment to delivering the highest level of data services and analyses



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- Ability to work independently and efficiently; flexible, creative, and collaborative; able to build effective working relationships; high-energy, self-motivated, and organized
- Strong project management skills
- Strong English verbal and written communication skills
- A genuine intent to complete the full 12- or 24-month program – this is a structured commitment, not an open-ended role
- Required location in Taipei, Taiwan

Desirable, but not required

- Consulting firm, market research firm, or financial analysis work experience
- Experience working with large data sets and data warehouses
- Project management, market research, questionnaire design, structured problem solving, or website development experience
- Basic statistical skills (sample size, confidence intervals, linear correlation, regression analysis); familiarity with SAS, SPSS, or similar packages
- Ability to interpret data and clearly express the implications of an analysis

How to Apply

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