

Job Title: Senior BI Analyst

Department: Data

Location: Mayfair

Salary Competitive salary plus a generous benefits package

Contractual Hours Full-Time Equivalent (37.5 hours per week)

Job Summary Inform the design and play a pivotal role in the executional delivery of our data strategy, harnessing the power of data to analyse client/prospect behaviour, preferences and interactions to help us capture, grow and retain higher client value and drive ROI. You will be responsible for unifying siloed on-premises and cloud data sources into a single source of truth, enabling us to efficiently and securely collect, validate and analyse large datasets, visualise them in dashboards and lay the foundations for AI and machine learning applications.

Key accountabilities **Modernising data and reporting – servicing tickets and month-end reports**

- Reporting delivery; producing decision-ready outputs on time, with strong controls for accuracy and consistency.
- Data knowledge and business know-how; providing wider analysis and understanding of data and reporting to the business.
- Driving continuous improvement in data and reporting; removing recurring issues, reducing manual effort, and improving scalability.
- Accelerate automation and modernisation; migrating reporting to self-serve solutions using Power BI and Databricks where appropriate.

Contributing to a Modern Data Platform on Databricks

- Partner with Data Engineering, Analysts and key stakeholders to shape how Databricks is used for analytics and BI
 - Translate business questions into clear analytical requirements, data models, and semantic layers
 - Challenge legacy reporting patterns and help define standards for modern, scalable analytics
 - Support the move towards self-service analytics and reusable datasets, reducing reliance on bespoke reporting
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Modelling, Metrics & Data Quality

- Own and steward core business metrics, ensuring definitions, assumptions, and logic are clear, consistent, and aligned
- Design and maintain analytics-ready data models that support reporting, self-service, and ad-hoc analysis
- Monitor metric behaviour over time, investigating drift, anomalies, and inconsistencies and coordinating resolution where required
- Ensure consistency between legacy and Databricks-based reporting during the transition

Insight & Decision Support

- Analyse and interpret key metrics to explain trends, changes, and performance drivers
- Provide clear narrative and context to support decision-making, focusing on *why* results have changed
- Support stakeholders with exploratory analysis, scenario testing, and “what changed” investigations
- Identify limitations in current data or models and articulate what would be required to improve insight

Competencies/skill set

- Getting things done
- Communication & Sharing Knowledge
- Customer Service
- Effectiveness & Adaptability
- Team Working

Core Analytical Skills

- Strong analytical and problem-solving ability with large, complex datasets
- Ability to identify what matters and cut through noise
- High attention to detail, particularly around data quality and metrics
- Ability to prioritise and deliver in a fast-moving environment
- Curious, inquisitive mindset with interest in client experience and service design

Metrics and Data Modelling

- Experience designing and maintaining robust analytical data models
- Strong understanding of metric definition, ownership, and consistency
- Ability to identify, explain, and resolve metric inconsistencies or drift

Communication and Collaboration

- Clear, confident communicator with technical and non-technical audiences
 - Strong stakeholder engagement and requirements-gathering skills
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- Collaborative team player who shares knowledge and supports others

Technical Skills

- Expert SQL
 - Hands-on experience with Python for analysis
 - Experience with modern BI tools, with a strong focus on dashboard design (e.g. Power BI)
 - Exposure to Databricks and its analytics features is desirable
 - Experience with Python visualisation tools (e.g. Streamlit or Plotly) is a plus
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Qualifications/experience required

Essential

- A bachelor's degree in a relevant discipline such as data science, statistics, mathematics, analytics, or a related quantitative field, or equivalent practical experience
- At least 3 years' experience in a senior analytics or business intelligence role, ideally within technology, financial services, or fintech
- Strong experience using SQL to analyse data, build analytical models, and support reporting and self-service analytics
- Hands-on experience using Python for analysis, data exploration, or prototyping analytical solutions
- Advanced Excel skills, including complex formulas, modelling, and analytical workflows

Desirable

- Strong experience with a modern BI and visualisation tool, with Power BI experience highly desirable
 - Experience working in a modern analytics environment; exposure to Databricks, GA4, or cloud data platforms (bonus points for Azure) is advantageous
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To apply, please email your CV and cover letter to recruitment@killik.com.

We are committed to ensuring a fair and inclusive process. If you require any reasonable adjustments under the Equality Act 2010 (for example, accessibility support or alternative formats), please let us know in advance so we can make the necessary arrangements. Your personal information will be handled in accordance with the UK GDPR and our [privacy policy](#).

Recruitment Process

At Killik & Co, we are committed to conducting a fair, consistent, and transparent recruitment process. While the structure may vary depending on the position, candidates can typically expect the following stages:

1. **CV Review** – All applications are anonymised, then assessed against the essential and desirable criteria outlined in the role profile.
2. **First Interview** – An initial conversation designed to explore your professional background, core competencies, and motivation for the role.
3. **Second Interview** – A more detailed discussion with the hiring team, which may include technical questioning, competency-based evaluation, or discussion of relevant experience.
4. **Third Interview (where applicable)** – For certain roles, an additional stage may be required, such as a presentation, case study, or meeting with senior stakeholders.
5. **Offer or Decline** – Following completion of all interviews, we will communicate the final outcome. Successful candidates will receive a formal offer subject to any required pre-employment checks.

While we endeavour to respond to all applications, this may not be possible for vacancies with high volumes of applications.