Job Title : Business Analyst

What You'll Do (Responsibilities)	What You'll Need (Requirements)	What You'll Get (Benefits)
Requirements Engineering: Elicit, analyze, and document business and technical requirements via workshops and interviews.	**Experience:** 5+ years as a BA, preferably in an Agile/Scrum environment.	**Compensation:** $110k – $155k + Annual performance bonus.
Gap Analysis: Evaluate "As-Is" vs. "To-Be" states to identify process improvements and technical debt.	**Tooling Proficiency:** Mastery of Jira, Confluence, LucidChart/Visio, and SQL.	**Flexibility:** Hybrid work model with a "Work from Anywhere" month once a year.
Stakeholder Management: Act as the primary liaison between C-suite executives and the Engineering team.	**Analytical Mindset:** Proven ability to turn raw data into executive-level insights (Tableau/PowerBI).	**Development:** Full coverage for CBAP or PMI-PBA certifications.
UAT Oversight: Define acceptance criteria and lead User Acceptance Testing to ensure the final product meets business goals.	**Communication:** Exceptional verbal and written skills—ability to simplify the complex.	**Well-being:** Comprehensive health, dental, and vision + 401k matching (5%).