

Job Title: Manager, Corporate Performance

Department: Performance Management and Analytics (PMA)

Reports to: Executive Director, Enterprise Performance Analytics and Applications

Summary

BCIB is the provincial Crown Corporation responsible for implementing the Community Benefits Agreement (CBA) on select public infrastructure projects. The CBA prioritizes hiring of local, Indigenous, women, people with disabilities and other underrepresented groups, and enables a culturally competent and respectful worksite. BCIB is committed to growing and mobilizing a safe, diverse, and skilled workforce and to increase opportunities for apprenticeships.

Reporting to the Executive Director, Enterprise Performance Analytics and Applications, the Manager, Corporate Performance will play an essential role in managing the Business Intelligence framework and disseminating the performance results for the organisation. Working across all functions of BCIB, you will provide the organisation with the ability to leverage performance metrics to support strategic, operational, and financial decisions, as well as help manage change by providing vital input to decisions and initiatives.

In this role, you will have an opportunity to foster a culture of data driven decision making by working to increase data literacy, enable data exploration, and disseminate business intelligence tools and processes amongst end users, all in support of enabling BCIB to meet its annual Service Plan goals.

Essential Duties & Responsibilities

- Support the Executive Director, Enterprise Performance Analytics and Applications to define strategy, toolkit creation, delivery, governance, roadmaps, performance measures and KPI's
- Help develop and manage the data, analytics and performance measurement framework required to report on BCIB progress and assist in identifying opportunities to improve business performance.
- Manage development and implementation of monitoring systems for organizational performance indicators and standards, including ensuring data governance, quality, and compliance with internal and external audit requirements.
- Provide a central point for organizational performance measurement at BCIB.
- Ensure complete and consistent application of the reporting framework and dissemination of results.

- Support the CEO and the Executive Management Team with organizational performance and analytics-related activities.
- Align Performance Measurement reporting with the Service Plan and budget to implement initiatives and achieve strategic objectives. Review the impact of decisions on business operations and results.
- Identify and design effective metrics for monitoring and reporting on performance management of the organisation, analyse against benchmarks and targets, to deliver the community benefits goals and objectives of the CBA effectively and efficiently.
- Manage the distillation of strategic goals towards operational goals and establish robust governance to drive performance, reporting and tracking of growth initiatives.
- Embed/integrate performance management principles within BCIB teams including strategic and operational service planning and delivery.
- Work with the business and the PMA team to build and deploy automated dashboards and reporting processes using business intelligence tools.
- Work with the business and the PMA team to foster data literacy and user adoption of business intelligence tools and processes through end user support and training.
- Work with the business and the PMA team to monitor and improve data quality and integrity.

Desired Skills & Qualifications

Technical Knowledge

- Quantitative analysis techniques to provide business intelligence and insights required for decision making
- Implementing a performance measurement framework, including the data objects required to gather, store and disseminate metrics, analytical results and business insights
- Data management and business intelligence principles and the tools required to support and deliver analysis
- The fundamentals of determining and developing operational, management and performance reports, identifying available data and defining requirements
- MS Office Suite, including advanced expertise in presenting and communicating complex business concepts in a variety of formats to various audiences
- Other analytical and visualisation tools such as DAX, Tableau, Power BI an asset

Analytical Skills

- to research new technology for relevance and effectiveness
- to think logically, analyse and interpret information and solve problems
- to apply statistical analysis methods and techniques



Communication Skills

- to explain and work collaboratively to develop solutions to solve business problems
- to participate fully as a team member, work effectively with teammates and contribute to a positive work environment
- to explain business, logic and analytical models in simple terms using collaborative tools and materials
- to maintain consistent results and messaging to produce accurate materials and add value to the organization
- to collaborate and work with external and internal auditors.

Education and Experience

- Bachelor's degree in commerce, business, economics, or computer science.
- 5+ years of related experience.
- Masters in Business Administration (MBA) an asset.

BCIB is an equal opportunity employer and welcomes all those interested in the role to apply. BCIB staff will review all applications received, but only those shortlisted will be contacted for a follow-up interview.

Please send your resume and cover letter to jobs@bcib.ca