



# Business Analyst

## About Us

**GRG India** is a **SAAS** company providing products in incentive and reward management. Our SAAS products help companies engage and incentivize their employees, customers, and channel partners. Our clients include some of India's top brands across BFSI, FMCG, Construction, IT, Agro Chemicals, and Automotive industries.

Our focus SaaS product is **My Incentives** – a gamified incentive platform designed to drive performance for sales teams and channel partners. The users of My Incentives range from direct sales teams on the company's payroll to indirect sales teams including channel partners, distributors, field sales teams, inside sales teams, retailers, stockists, and gig workers. Our platform offers real-time tracking through gamified campaigns like milestone journeys, races, and target meters, automated incentive calculations, and fast reward disbursement directly on the app.

## Role Overview:

As a Business Analyst, you will work closely with our Strategy, Product, and Sales teams. Your primary focus will be to provide analytical and operational support, ensuring our products and services function at optimal levels.

## Key Responsibilities:

- **Exploratory Data Analysis:** Understand complex Excel files, incorporating formulas, references, index-match, or v-lookup functions, as well as linkages between multiple files.
- **Communication:** Clarify your understanding and resolve doubts through effective written and verbal communication.
- **Excel Analysis:** Conduct in-depth analysis using Excel to support decision-making processes.
- **Product Familiarity:** Learn and become proficient in configuring our no-code 'My Incentives' product, which has an intuitive user interface designed for quick adoption by anyone familiar with Excel.



**What We're Looking For:**

- Minimum 2 years of experience in a similar role.
- High proficiency in data analysis tools, primarily MS Excel (Pivot Tables, VLOOKUP, etc.).
- Strong verbal and written communication skills.
- A proactive mindset with a keenness to learn and adapt.
- Organizational skills and an ability to multitask effectively.

**What's On Offer:**

- A hybrid work environment with a focus on productivity and collaboration.
- Competitive compensation and other benefits.

**Reports To:**

- This role will report to the designated department head within the Strategy, Product, or Sales teams, details of which will be shared upon joining.