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| Job Title: | Senior Data Analyst | Location: | Bangalore |
| Department/Team: | Product Management | Hiring Manager: | Nirav Rawell |
| Version: | 1.0 | Date: | 12th Jan 2026 |

ProHance Overview:

ProHance is a fast-growing B2B SaaS company focused on helping enterprises gain a clear, data-driven view of workforce productivity and operational effectiveness. Trusted by global enterprises across industries, ProHance enables leaders to make better decisions by combining deep work analytics with actionable insights.

As enterprises rapidly adopt AI and automation, ProHance is at the forefront of this shift—building AI-powered, insight-driven products that help organizations measure impact, improve productivity, and realize ROI from technology investments. With a strong foundation in enterprise-scale deployments and a growing focus on Generative AI–led experiences, ProHance is evolving its platform to shape the future of work in an AI-augmented world.

Joining ProHance offers the opportunity to work on high-impact, AI-first product initiatives while helping scale a proven platform used by large, global customers.

Job Position: Senior Data Analyst
Job Location: Bangalore
Experience: 5 – 7 years
Education: Master's degree in Engineering, Computer Science, Data Science, Statistics, or equivalent practical experience
Reporting to: Senior VP – Product Management
Role Type: Individual Contributor

## Role overview:

We are looking for a Senior Data Analyst to help build and surface clear, trusted insights across business, product, engineering, customer, and AI dimensions. This role focuses on transforming data from multiple sources into decision-ready dashboards, analyses, and recommendations that inform product strategy and business outcomes.

You will work closely with Product, Engineering, and Business stakeholders to ensure that data is accurate, accessible, and meaningfully interpreted—not just reported.

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## Key Responsibilities:

### Data Analysis & Insights

- Analyze data across multiple domains to identify trends, risks, and opportunities
- Go beyond reporting to provide **actionable insights and recommendations**
- Answer recurring and ad-hoc questions from product and business leaders

### Metrics & Reporting

- Help define, track, and maintain **consistent metrics** across key areas
- Ensure clarity and consistency in how metrics are calculated and interpreted
- Support leadership reviews with well-structured analyses and narratives

### Dashboarding & Visualization

- Build and maintain dashboards using **Apache Superset** or similar BI tools
- Ensure dashboards are intuitive, reliable, and aligned to decision-making needs
- Iterate on dashboards based on stakeholder feedback

### Data Quality & Collaboration

- Validate data accuracy and proactively flag inconsistencies or gaps
- Work with engineering teams to improve data availability and reliability
- Document assumptions, definitions, and insights clearly

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## Required Qualifications

- 4–6 years of experience in data analytics, business analytics, or product analytics roles
- Strong proficiency in SQL
- Experience working with large, multi-source datasets
- Hands-on experience with BI / visualization tools (Apache Superset, Tableau, Looker, or similar)
- Strong analytical and problem-solving skills
- Ability to communicate insights clearly to non-technical stakeholders

## Preferred Qualifications

- Experience in **B2B SaaS or enterprise software** environments
- Familiarity with product and engineering metrics
- Exposure to AI/ML-related metrics and evaluation concepts
- Experience working closely with Product or Engineering teams

## What Success Looks Like in This Role

- Stakeholders trust and regularly use dashboards and analyses
- Data meaningfully informs product prioritization and business decisions
- Metrics are well-defined, consistent, and clearly understood
- Insights lead to concrete actions and measurable outcomes

## Why Join Us

- Opportunity to work on **high-impact analytics** in a scaling SaaS company
- Exposure to **AI-driven products and metrics**
- High ownership and visibility in a product-led organization