

About us

At Countingup we're on a mission to make it easier to run a small business. We believe that freelancers, contractors and small business owners should have an easier way to manage their business finances. A solution that frees them from the drudgery of financial admin, saves them time and helps them stay organised with the business insights and tools they need to succeed.

We're a venture-backed fin-tech with ambitious plans for growth. Countingup is the leading UK business current account that's helped over 60,000 self-employed people save time and money with automatic accounting, tax estimates and instant invoicing.

About the role

We are seeking a talented and motivated Data Analyst to join our growing team. The ideal candidate will be able to work independently in a crucial role of extracting, interpreting and sharing insights from complex data. The aim is to drive informed decision-making, and support various departments across the organisation. The candidate will be a key owner of the development of a self-serve insights platform to promote data literacy and engagement across the business.

What will you be doing?

Data Collection and Processing:

- Gather and process large datasets from diverse sources, ensuring data accuracy and completeness
- Collaborate with internal teams to identify data requirements and implement efficient data collection methods

Data Analysis:

- Conduct exploratory data analysis to identify trends, patterns, and anomalies
- Highlight any imperfections in the data to support appropriate interpretation and avoid any false assumptions
- Perform statistical analysis and hypothesis testing to derive actionable insights

Reporting and Visualisation:

- Develop and maintain dashboards and reports to communicate key performance indicators and trends
- Present findings in a clear and visually compelling manner to support fast decision-making processes

Self-Serve Insights Platform:

- Become a key owner of the development and enhancement of a self-serve insights platform
- Collaborate with cross-functional teams to ensure the platform meets the diverse needs of the business

Data Literacy & Quality Advocacy:

- Promote data literacy across the organisation by conducting training sessions and workshops
- Provide guidance and support to team members on interpreting, sharing and using data for decision-making
- Collaborate with cross-functional teams, including product development, marketing, and finance, to provide data-driven insights and support decision-making
- Maintain data quality, implementing and maintaining data quality assurance processes to ensure the accuracy of analysis created and the insights proposed

Who are you?

Experience and skills

- A strong academic or professional background proving an excellent understanding of mathematics and statistics
- Self-motivated, with extensive commercial experience of working autonomously in Data Analytics (or similar) - you'll ideally have been working in this field for around 3-5 years
- Experience in a high growth, digital product led business
- Proficiency in data analysis tools and languages such as SQL, Python, or R
- Experience with data visualisation tools (e.g., Metabase, Tableau, Power BI, Looker, Thoughtspot)
- Experience with product analytics tools (e.g. Amplitude, Mixpanel, GA)
- Strong analytical and problem-solving skills
- Excellent communication skills with the ability to simply convey complex findings to non-technical stakeholders
- Knowledge of the fintech industry (financial services, banking, accounting) or running a small business would be a plus

Behavioural Competencies

We're a sociable bunch, and we enjoy each other's company. So it's important that you're a great fit for our company culture. These are some of the things we look for:

- Pride in the work you do and everything you get involved with.
- Strong written and verbal communication skills to clearly articulate business and customer problems and how we tackle them.
- Independent thinking, and not being afraid to suggest new ideas.
- Ambitious with a large appetite to learn more.
- A healthy amount of curiosity for the unknown with a growth mindset.
- A team player that is respectful, honest and kind.

What will you get in return?

- We'll guarantee that you'll be constantly challenged whilst being fully supported by a great team that you can learn from
- Exposure to every area of the business. You'll be encouraged to get involved and make an impact on how we work
- A transparent and open company culture where employees are consulted on company decisions and direction
- Competitive salary
- Share options after 6 months probation
- Up to 8% pension scheme
- 26 days holiday (plus UK public holidays) with an option to buy or sell up to 5 more days
- Flexible hybrid working policy
- High spec. equipment when you start

Interview Process:

- You'll have a brief call with a member of our People Team to run through a few housekeeping questions (right to work, location, salary expectations)
- You'll be asked to do a technical skills task (remotely)
- From here you will be invited to our offices in London for a 2 part interview -
 - A presentation of insights and analysis from a data set we will have send you ahead of time (45mins)
 - A competency interview running through your relevant experience in further detail (45mins)
- The final stage will be a chance to meet a few other members of the team remotely and for us to close off any remaining questions from both sides

How to Apply:

Please email a CV and cover letter to jobs@countingup.com

At Countingup, we value diversity and inclusion in our workplace, with a continual commitment to advancing in this area. Our objective is to nurture a culture of consideration where each individual is genuinely valued, respected, and included.

We are unable to offer visa sponsorship.

When you apply for a position with us, the personal data contained in your application will be collected by Countingup Ltd, which is located at 20-22 Wenlock Road, London, N1 7GU.

If you would like further information or for the data to be deleted after it has been processed, please email our Data Protection Officer at support@countingup.com. We will use the data you share with us in order to process your application, to allow us to assess your suitability for the role. We will store your data in accordance with our [Privacy Policy](#). Such processing is legally permissible under Art. 6(1)(f) of Regulation (EU) 2016/679 (General Data Protection Regulation) as necessary for the purposes of the legitimate interests pursued by Countingup Ltd, which are the solicitation, evaluation, and selection of applicants for employment.

Under the GDPR, you have the right to request; access to your data, to have it rectified or erased, to have processing be restricted and data portability. In addition, you may lodge a complaint with the regulator [here](#).