

Manager, Business Intelligence & Revenue Analytics (LegalTech / B2B SaaS)

Position Type: Full-Time

Location: San Francisco, CA (Hybrid, 3 Days On-Site Required)

Salary Range: \$122,000 – \$185,000 + Comprehensive Benefits

Role Overview

We are seeking a commercially minded, hands-on **Manager, Business Intelligence & Revenue Analytics** to join a fast-growing, highly profitable market leader in legal technology. Expanding aggressively in the US market—where we currently hold under 5% market share and are growing at over 40% year-over-year—this role offers the stability of an established global business paired with the explosive upside of an early-stage land-grab growth moment. Functioning as a strategic, working manager, you will sit at the critical intersection of commercial strategy, hands-on analytics, and team leadership. Reporting directly to the Director, you will be responsible for establishing data as a true strategic product that empowers executive decision-making across Product, Sales, Marketing, and Revenue Operations. In this role, you will lead and mentor a lean, high-performing analytics team while remaining an active technical contributor. You will shape the US BI roadmap, develop sophisticated executive dashboards, analyze pipeline velocity, and partner closely with Data Engineering to translate business requirements into robust data models.

Key Responsibilities

- **Revenue & Sales Analytics:** Partner directly with sales leadership to deliver forecasting, pipeline health assessments, win-loss analysis, and actionable growth recommendations that unlock account expansion and retention opportunities.
- **Marketing & Funnel Optimization:** Support marketing leadership through campaign performance evaluation, multi-touch attribution, lead-to-opportunity velocity tracking, and ideal customer profile (ICP) segmentation to optimize acquisition spend.
- **KPI Frameworks & Executive Dashboards:** Design, launch, and maintain executive-level Power BI dashboards and KPI suites that deliver real-time business visibility and communicate a clear commercial narrative to C-suite stakeholders.
- **Data Systems & Engineering Collaboration:** Partner closely with Data Engineering resources to define analytics requirements, database schemas, table structures, and transformation logic, while defining and enforcing enterprise-wide standardized business definitions.
- **Data Governance & Literacy:** Establish validation frameworks, reconciliation processes, and self-service analytics models that build trust and increase data literacy across business units.
- **Team Leadership & Roadmap Ownership:** Own the intake, prioritization, and delivery of

analytics initiatives while coaching, mentoring, and developing a small team of BI professionals. Maintain direct analytical execution on high-priority strategic models alongside leadership duties.

Core Requirements

Experience & Mindset

- **Sustained Tenure:** 6–8+ years of progressive professional experience in business intelligence, revenue analytics, RevOps, or commercial analytics within a B2B SaaS environment.
- **Leadership Capability:** 3+ years of formal people management or strong informal team leadership and mentorship experience.
- **Commercial Acumen First:** Primary focus on leveraging data to drive business change, sales effectiveness, and executive decision-making—rather than acting as a passive reporting desk executing tickets.
- **Startup / Scale-Up Agility:** Comfort wearing multiple hats in fast-paced, evolving environments with a track record of stable tenure across prior positions (avoiding frequent job transitions under two years).
- **Traits to Avoid:** Candidates focused exclusively on static report generation with limited strategic/commercial insights, or pure data engineers without business storytelling skills.

Strategic & Functional Competencies

- **SQL Mastery:** Advanced hands-on capability writing complex SQL queries, analytical aggregations, and data transformations.
- **Power BI Expertise:** Deep proficiency in Power BI dashboard architecture, DAX modeling, and visual analytics.
- **Data Architecture Awareness:** Practical understanding of data warehousing concepts, relational database schemas, ETL pipelines, and semantic layer design to collaborate effectively with Data Engineers.
- **Analytical Methodologies:** Hands-on experience executing pipeline health analysis, customer churn modeling, segmentation, and product adoption analytics.

Communication & Engagement Skills

- **Executive Storytelling:** Exceptional ability to synthesize complex analytical findings into clear, persuasive narratives for C-suite and VP-level executives.
- **Cross-Functional Influence:** Proven track record building trusted partnerships across Sales, Marketing, Product, Finance, and Operations teams.

Interview Roadmap

1. **Introductory Sync:** Initial screening conversation with Talent Acquisition to align on background, career motivations, and role expectations.
2. **Hiring Manager Deep Dive:** A 45-minute conversation with the Director of BI & Analytics focusing on commercial leadership, strategic philosophy, and past business impact.

3. **Technical & Commercial Case:** Practical assessment evaluating SQL/Power BI capabilities, revenue modeling, data storytelling, and problem-solving.
4. **Executive & Stakeholder Panel:** Panel interviews with key cross-functional business leaders across Sales, Marketing, and Operations.
5. **Reference Check:** Final professional reference verification and background validation.
6. **Offer Extended:** Final selection completion and formal offer presentation.