



Lead Business Analyst (LM 11125)

Sydney, New South Wales, Australia (Hybrid)

ASX: Powering Australia's financial markets

Why join the ASX?

When you join ASX, you're joining a company with a strong purpose – to power a stronger economic future by enabling a fair and dynamic marketplace for all.

In your new role, you'll be part of a leading global securities exchange with a strong brand. We are known for being a trusted market operator and an exciting data hub.

Want to know why we are a great place to work, visit our [careers page](#) to learn more.

We are more than a securities exchange!

The ASX team brings together talented people from a diverse range of disciplines.

We run critical market infrastructure, with 1 in 3 people employed within technology. Yet we have a unique complexity of roles across a range of disciplines such as operations, program delivery, financial products, investor engagement, risk and compliance.

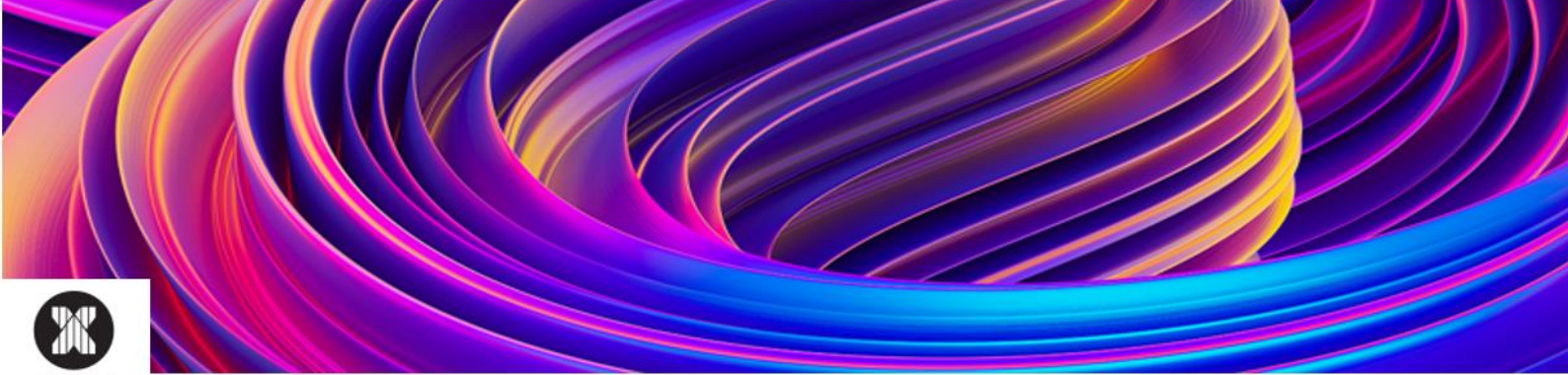
We're proud of the diversity of our organisation and the culture of inclusion that all our people help to build every day. Our employee-led groups are known for celebrating cultural and religious events, championing LGBTIQ+ inclusion, inspiring giving and volunteering, promoting gender equality, and wellbeing. We are an Employer of Choice for Gender Equality (WGEA) and a member of the Champions of Change Coalition for the advancement of gender equality in Australia.

About the team:

This role will be responsible for leading a team of Business Analysts to deliver BA services across the breadth of analysis, design and development of BA project deliverables. This role requires a continuous improvement mindset and modern data centric technologies for the ability to resource plan, problem solve, manage stakeholders and coach the team. A deep understanding of business analysis tools and techniques and Agile project management principles.

What you will be doing:

- You are a practitioner/team member of the Business Analyst Capability Community of Practice (CoP).
- Lead a team of Business Analysts to perform business analysis activities and create suitable artefacts, ensuring deliverables quality, consistency and value and are in accordance with stakeholder expectations.
- Perform BA resource planning and allocation, plus forecast analysis deliverables across team backlogs.
- Collaborate with key stakeholders to identify and mitigate program risks, assumptions and issues.



- Collaborate with project/program team members to refine, prioritise and manage backlogs.
- Work with the Platform leadership team, Project Manager, Delivery Manager and Senior BA Capability Manager to coach and upskill Business Analysts, addressing development opportunities and aligning skill sets to the core competency requirements of the role.
- Support the design of data models and the design of data flows from a business perspective.
- Manage and own the consultation process with impacted stakeholders from varying business lines, identifying and elaborating business models and business processes required to enable the new platform.
- Ability to assume cross-functional responsibilities when needed, such as running project coordination, daily stand-ups, retros and backlog grooming sessions.
- Contribution to change management activities and preparation of training artefacts that would enable impacted stakeholders to apply the changes introduced by a delivered business requirement.
- Conduct peer review for completeness and accurateness of the work prepared by members of the team such as Junior BA, BA and Senior BA.
- Liaise with assigned Subject Matter Experts for elicitation and analysis of detailed business and technical requirements across a range of functional and non-functional areas.
- Ensure that the BA team produce high quality business analysis deliverables using relevant techniques and tools in line with the ASX delivery framework.
- Being an active member of the BA Community of Practice (CoP).

What you will bring:

Must have

- Extensive proven experience in complex and transformative data analysis, modelling and mapping in Agile and Waterfall projects.
- 8+ years dedicated business analysis experience.
- Leadership experience coupled with a deep understanding of Business Analysis and Agile methodologies. Experience working independently and leading BA teams on Tier 1 projects across the full SDLC from early ideation to execution and embedment in BA.
- Able to engage and effectively collaborate with stakeholders across all levels within the organisation. Deep experience in gathering stakeholder needs and translating these to detailed requirements.
- Managed, or been key in managing, moderately sized BA teams, including running Agile ceremonies and planning iterations of work (sprints and PSIs).
- Demonstrated effective problem-solving skills and the ability to manage change and uncertainty within a dynamic environment.
- Sound experience in business process modelling using software such as MS Visio or other enterprise endorsed platforms.
- Demonstrated strong communication, facilitation, influencing, innovative and negotiation skills
- Experience working with Release Management, and Technical and Organisational Change Management and influencing user behaviour.
- Be comfortable working within a matrix structure

Nice to have:

- Business Analysis Certification, eg. IIBA CBAP.



- Strong domain knowledge of various products and services offered by ASX.
- Proven ability to provide support for production incidents and end user queries.
- Experience and growth mindset to help evolve business analysis practices while embracing contemporary practices to achieve delivery excellence.
- Financial services background with knowledge gained through industry experience.

We make hiring decisions based on your skills, capabilities and experience, and how you'll help us to live our values. We encourage you to apply even if you don't meet all the criteria of this role. If you need any adjustments during the application or interview process to help you present your best self, please let us know.

At ASX Group, our diverse workforce is essential to build and maintain a fair and dynamic marketplace. We support flexible working and offer hybrid working options. Even if our roles are advertised as full-time, we encourage you to apply if you are interested in part-time or other flexible working arrangements.

We will arrange for successful candidates to have background checks, including reference and police checks completed as part of the on-boarding process.

Recruitment Agencies: ASX does not accept any unsolicited agency resumes and will not be responsible for any fees related to unsolicited resumes.