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<b>Position:</b>	Data Analysis Manager / Pavement Management Consultant
<b>Division:</b>	Data Services
<b>Reports to:</b>	Director, Data Services
<b>Works with:</b>	Data Services Management, Project Managers, Data Analysts, Software Developers, Software Testers, Engineering
<b>Remuneration:</b>	TBD

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The successful candidate will be a key member of Roadware's Data Services technical and management team, having responsibility for all data analysis activities culminating in deliveries of pavement and asset data to clients. The candidate will lead efforts to develop a sophisticated data analysis capability within the division, improve data quality and consistency, provide pavement management consulting services to Roadware's clients, manage and motivate staff, recognize opportunities for streamlining of processes, implement changes to existing workflows, and facilitate communication between analysts and software development staff in order to implement new processes and tools. The candidate will also be a key liaison between Roadware and industry experts, consultants, state DOT's and municipal clients as we define and develop new product offerings and capabilities.

### Key Responsibilities

- Develop a thorough understanding of Roadware's data collection abilities, data processing requirements, distress rating procedures, and client needs
- Bring applicable pavement management industry knowledge and operations skills to the division and help form a consultancy mindset to enable Roadware to offer a higher-level of service to clients
- Analyze the end-to-end Data Services processing workflow, focusing especially on data analysis and delivery, to develop solutions to streamline all aspects of processing
- Coach, motivate, and manage data analysts and pavement engineers
- Assist with the establishment of a departmental budget, and track performance to ensure financial targets are met
- Collaborate with analysts, clients, marketing, and software developers to recommend and implement changes to current products and processing tools
- Exercise management judgment and resourcefulness in identifying and resolving complex problems, modifying plans as conditions change, and either making decisions of developing recommendations

- Operate independently and effectively to ensure the success of new initiatives and process roll-outs
- Identify process risks early and provide plans for risk mitigation
- Motivate and coach users and developers as new processes are defined and put into production
- Apply industry knowledge to enhance Roadware's product offerings
- Liaise with other industry experts, consultants, and clients to gather information needed to enhance Roadware's products and services
- Define and develop new quality procedures to ensure Roadware's deliverables and product offerings are the best in the industry
- Prepare and conduct internal and external presentations to inform users and clients of product enhancements and research results
- Participate in industry conferences, boards, and committees as needed to facilitate knowledge transfer between Roadware and the industry
- Travel to client sites in North America as needed to support requirements gathering, process and project setup, client training, and communication (est. 4-6 trips per year)

## Skill Requirements

- Outstanding problem solving ability, process analysis skills, and data analysis skills with a proven track record in a technical environment
- Must be a strategic thinker who can form and execute long-term plans in alignment with the division's goals
- Combination of exceptional technical skills and sound business acumen to ensure the production of well-formulated recommendations that are relevant for the business
- Strong leadership skills including delegation, motivation, negotiation, coaching, and issue resolution
- Excellent communications skills and ability to obtain buy-in for ideas
- Engineering, math, computer science, or similar technical degree (Bachelor's level required, advanced degree preferred)
- Background in the areas of pavement management, systems development, consulting, change management, and leadership would round out the ideal candidate
- Must be a well-rounded individual able to communicate effectively with many different types of people
- Career ambition and the desire to make a difference
- At least 5-10 years of relevant, progressive work experience required

Please submit salary as well as total compensation expectations along with a resume and cover letter in Word format via email to [mnieminen@roadware.com](mailto:mnieminen@roadware.com). We thank all applicants in advance for responding; however only those selected for further consideration will be contacted.