End-to-End Analytics Job Descriptions

Associates
End-to-End Associates add value for our clients by deploying our situation-appropriate analytics and technology. To make the analytical work effective we also pay close attention to process design and change management. Our work helps power many of the world’s best analytics-enabled enterprises. We continue to grow and have several openings for new Associates.

As an Associate,

You will bring

• A Bachelor’s, Master’s, or PhD degree in Operations Research, Industrial Engineering, Management Science, Statistics, or similar field
• Programming skills in Excel+VBA, SQL, Python, C#, R, etc.
• Project and/or classroom experience in areas like data analysis, optimization, machine learning, supply chain management, pricing and promotion analysis, process improvement, or business strategy
• Communication skills that enable you to explain your analytical insights to a wide variety of audiences
• Collaboration skills that make it easy to work on project teams with E2E colleagues and clients

You will solve

• Ambiguous business problems with data driven approaches. You should have a knack for framing up a customer’s challenges and putting forward sound recommendations supported by quantitative analysis and business evidence.
• Real business problems from top-tier clients in various industries. We work in high-tech, semiconductor, automotive, retail, fashion, food and beverage, etc.

You will work with

• Project teams of 2-6, generally with a mix of Associates, Consultants, Principals, and Partners.
• Principals and Partners as mentors for career development
• Consultants and other Associates as “buddies” to help navigate the E2E environment
• All colleagues on activities to help manage E2E’s internal operations.

In general, your academic background is less important at End-to-End than your demonstrated passion for analysis, process improvement, and tackling real-world business problems with data-driven approaches. Our deliberate hiring process enables both of us to establish whether a strong, mutual fit exists. We look forward to talking with you.
Consultants
Consultants at End-to-End are expected to have all the attributes we look for in Associates. In addition, Consultants typically have:

- Several years of directly applicable professional experience
- Solid domain expertise in one or more of our key practice areas
- Well-honed analytical problem-solving abilities and business acumen so you can structure problems, deliver solutions, and communicate insights
- A talent for and willingness to shoulder project management responsibilities in addition to their technical and process work
- Communication and “soft” skills that enable you to serve comfortably as the face of End-to-End to all levels of a client organization

We expect our Consultants to take on more responsibility for the management of the company than Associates. We anticipate increasing involvement with sales efforts, working with Principals and Partners. And we look to Consultants to serve as day-to-day role models and coaches for Associates.

Principals
Principals at End-to-End typically blend a combination of substantial professional experience and deep domain expertise. At this level of the organization, career paths tend to diverge a bit, with Principals typically working mostly, but not exclusively, on either new business development or client delivery and project management.

In addition to sales and project work, Principals are characterized by the following at End-to-End:

- Industry-respected thought leadership in analytics, technology, and/or business process
- Contributions to professional journals, academic and trade conferences, and university guest lectures
- Meaningful contributions to policy setting as well as the day-to-day management of the firm within certain functional domains (e.g., data security, recruiting, marcom)
- Active mentoring of fellow employees on matters specific to project work as well as general professional development
- Sufficient gravitas and personal presence to be valued by clients as a trusted advisor

Principals may be on a Partner track. However, End-to-End does not follow an “up-or-out” policy, and Principals may also choose to continue to play a senior individual contributor role.