



# Be part of something amazing...

Our why, our vision: Creating better futures for our children through innovative people solutions.

## Who are we – our DNA

We are education people specialists that provide **impactful products and services** to help you manage your people and deliver the best outcomes for children.

## Our Heartbeat – what makes us tick

Our clients tell us that **'we just get it'**. We are quite unconventional compared with traditional HR service providers; we exist to help our customers to drive impactful school improvement through a range of intervention tools and techniques. Our people advice and people software are outcome and results driven - **we always put children's education and futures at the heart of our solutions.**

## Where we came from – our pedigree

Our team have a vast depth of knowledge in school business management and education HR. That's our pedigree... In fact, our Managing Director worked as a School Business Manager/Consultant for 7 years before setting up Fusion HR in 2011.

Our team of Directors also share the long standing experience and enjoyment of working with those in education. With HR experience as Business Managers and key HR service partners.

## Our Group – bringing everything under one roof!

We have been around for a while, and now support over 1000 schools and 100 MATs, we have fused both our services and software products under one group name (FEPS) – Fusion Education People Solutions – providing the full wrap around, end to end solution for all schools and trusts.



# Be part of our journey

## About the role: Agile Business Analyst

Location – Unit A, Cedar Court Office Park, Denby Dale Road, Wakefield WF4 3FU

Working Hours – Monday to Friday 08:30-16:30 (37.5 hours per week)

Salary - up to £45,000

Flexible working & term time only options

## What will you do day to day?

- Work closely with product and business stakeholders to understand the business strategy, roadmap and priorities
- Gather business requirements from various stakeholder groups through interviews and workshops to understand as-is business processes and then develop customer-driven to-be processes
- Write and develop clear user stories and acceptance criteria which represent the overall scope of the requirement
- Maintain the product backlog and work with the Product Owner to refine and prioritise the backlog stories ensuring there is sufficient detail

## Why this job exists?

The role will be working as part of our software development team working on our products SAM, SAM People and FACE-Ed. Our products are focused on the education market/sector. It's an exciting time for our business and you will be part of a group of super talented people, working together to make our products the best that they can be.

- Participate in Agile sprint ceremonies such as Product Backlog refinement, Sprint Planning and Sprint Review
- Work closely with the Development team to provide clarification of queries and act as the analysis expert on the team
- Facilitate Refinement sessions with the development team to review upcoming work for the next sprint
- Provide support to the Test and Customer Support team, offering product knowledge and expertise to support customer queries

## Required skills and knowledge for the role:

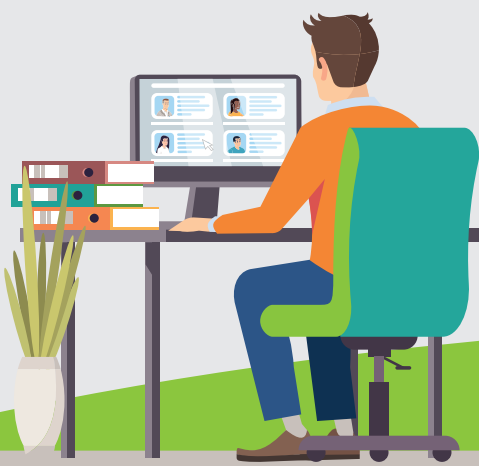
Key to keeping our clients happy, the role requires the following:

- Possess excellent analytical and decision-making skills
- Functional requirements gathering, user requirements, user stories/journeys and requirements analysis
- Experience of discovery stage/workshop facilitation
- Experience working in a product function
- Excellent communication, stakeholder management and soft people skills to build trust with stakeholders and clients
- Experience in managing Senior Business stakeholders
- Excellent collaborative team working
- Ability to work under pressure, demonstrate adaptability and flexibility
- Ability to handle complex change and prioritise key activities
- 3-5 years' experience working as an Agile BA or similar analytical/consultant role
- Adept in agile practices and able to help junior members of the team develop agile ways of working
- The ability to manage yourself and align with team goals

## About You:

In addition we ask all our colleagues to contribute through the way they behave, think and feel by demonstrating the following:

- Active participative, team membership.
- Show professionalism.
- Be courteous.
- Demonstrate compassion.
- Contribute to world-class service in all that we do.
- Be polite.
- Show empathy.
- Be courageous and willing to try new things.
- Show perseverance, going above and beyond.
- Delivers solutions and support to our customers with a sense of urgency.
- Be open hearted and minded.
- Demonstrate emotional intelligence and awareness of your 'battery levels'.
- Set high standards and drive towards delivering them.
- Proactively prioritise our customers needs to demonstrate how we care.



# Why join us?

## There are many benefits on offer for all roles including:

- Your birthday off work • free fresh fruit and snacks
- barista coffee • free parking • career pathway
- employee assistance programme • parental leave • BUPA cashback • enhanced maternity scheme • easter eggs
- summer & winter social events • flu vaccine.

You will be working with a variety of people, with different experiences and skills. However, we are also parents, dog owners, gig goers, cyclists, gym bunnies, bloggers and festival goers too. Our team song is 'Don't stop believing'.

**We partner to bring a high level of educational HR support. We are driven to deliver everything we do through our values:**

**Honest and Trustworthy:** We trust in ourselves, the relationships we have with others. We build and nurture open, honest relationships across the whole group of companies within Fusion Education People Solutions and with our amazing customers.

**Approachable:** We make time for others; welcome conversation, and offer a consistent level of engagement which is welcoming and positive. We want to be recognised for being kind and considerate with each other and our customers.

**Caring:** We have each others back, and offer support without hesitation. Our caring creates an environment of respect, trust, compassion, laughter and therefore a happier place to work.

**Robust:** We maintain performance in the face of adversity and challenge. We demonstrate high energy across everything we do. We will sometimes struggle and may even fail, some we will win and some we will lose. We will pick each other back up and go on together.

**Creativity:** We think outside given boundaries in search of better ways. We will be curious, passionate and driven to seek better solutions for ourselves and our customers.

**Flexible:** We look beyond the obvious to uncover different approaches to get the job done. We are ready to change and adapt, we believe a little disruption will inspire us to improve.

**Passionate and Driven:** We have a lot of fun doing what we do and our passion keeps us excited about our innovation and future destinations. Always focusing on creating better futures for our children.

### Your wellbeing and welfare matter to us:

Body, mind and soul: We want our colleagues to enjoy their time with us, that includes having a balanced mental state, and healthy body and a contented mindset.

We have regular team days, fundraising events and company conferences.

## Diversity matters...

The company is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our colleagues to be truly representative of all sections of society and our clients, and for each colleague to feel respected and able to give their best.

...and finally...

**Get in touch by emailing: [Recruitment@feps.co.uk](mailto:Recruitment@feps.co.uk)**



Fusion Education  
People Solutions

Part of FEPS group - Education HR specialists