



**Business Analysis Manager, Sales  
Xypex Chemical Corporation, US**

**Title:** Business Analysis Manager, Sales  
**Employment Type:** Full-time, Permanent  
**Reporting to:** Director, Marketing & Sales Operations  
**Location:** Richmond, BC, Canada (On-site)  
**Department:** Sales Operations

**About Xypex**

Xypex Chemical Corporation is a global leader in advanced solutions for waterproofing, protection, and repair of concrete structures. For over 50 years, our proprietary crystalline technology has been trusted by architects, engineers, and contractors in over 90 countries.

**Position Overview**

Reporting to Director, Marketing & Sales Operations, the Business Analysis Manager, Sales is an individual contributor role, responsible for providing data-driven that strengthen sales performance, pricing effectiveness, and strategic decision-making across Xypex's U.S. and Canadian operations. This role serves as a central analytics partner to Sales, Marketing, Finance, and Leadership, transforming CRM data, sales trends, and performance metrics into clear, actionable intelligence that drives growth and operational efficiency.

The Business Analysis Manager owns the integrity of sales and performance data, leads the development of reporting infrastructure, and provides analytical leadership that connects field execution to strategic priorities across North America.

**Key Responsibilities**

**Data Ownership & CRM Management**

- Own the accuracy, structure, and consistency of sales and performance data within CRM and internal BI systems, ensuring reliable national reporting and decision support.
- Establish and maintain data governance standards to support data quality, completeness, and integrity across U.S. and Canadian operations.
- Partner with sales leadership to improve CRM adoption, data entry discipline, and pipeline hygiene across regional teams.

**Business Intelligence & Reporting**

- Design, develop, and maintain dashboards and performance visualizations that support sales tracking, pipeline management, and leadership review cycles.
- Build and manage recurring reporting cadences across Sales, Marketing, and Finance, ensuring stakeholders have timely access to relevant performance data.
- Translate complex datasets into clear, concise summaries and recommendations for non-technical audiences including senior leadership.

### **Sales Performance Analysis**

- Analyze sales performance trends across regions, product lines, and customer segments to identify growth opportunities and areas requiring intervention.
- Act as a central analytics resource for sales inquiries related to pipeline activity, territory performance, inventory alignment, and quota attainment.
- Collaborate with Regional Directors to provide analytical support for territory planning, target setting, and performance reviews.

### **Pricing & Market Analysis**

- Apply weighted analysis and historical sales trends to support the development of annual pricing strategies across all product lines.
- Provide analytical inputs to senior leadership on pricing competitiveness, regional market dynamics, and revenue optimization opportunities.
- Support analysis of government tenders and private bids to ensure pricing recommendations are competitive and margin-aware.

### **Incentive Compensation & Cross-Functional Support**

- Partner with Accounting and Finance to ensure accurate, consistent, and timely calculation of sales bonuses and incentive compensation across U.S. and Canadian sales teams.
- Collaborate with the Marketing department to measure vertical ROI across new sectors and markets, supporting investment decisions and campaign effectiveness.
- Support cross-functional initiatives requiring data analysis, business case development, or performance benchmarking.

### **Competencies & Qualifications**

- Bachelor's degree in Business, Commerce, Economics, Statistics, or a related quantitative field.
- 5 to 8 years of progressive experience in business analytics, sales analytics, revenue operations, or a related function within a B2B or commercial environment.
- Hands-on CRM experience (Salesforce) including ownership of data quality, pipeline reporting, and system hygiene.
- Proficiency in BI tools such as Power BI or Tableau, with demonstrated ability to build dashboards independently.
- Advanced Excel skills including pivot tables, financial modeling, and trend analysis.
- Experience supporting pricing analysis, incentive compensation, or sales performance reporting across a multi-region team.
- Strong communicator with the ability to present data-driven findings clearly to senior leadership and non-technical stakeholders.
- High attention to detail, a data governance mindset, and the ability to manage multiple priorities in a lean, high-ownership environment.
- Experience with Revenue Operations (RevOps) is an asset.
- Experience in B2B manufacturing, specialty chemicals, building materials, or industrial markets is an asset.

**Compensation & Benefits**

Salary range: \$100,000 - \$130,000

The salary offered to the successful candidate will be based on their experience, knowledge and skills they bring to Xypex. Our total rewards package offers benefits, promotes internal equity, and supports team members at all levels of our organization, and includes the following:

- RRSP Matching to support you in saving for your future.
- Generous extended health benefits, including a health spending account.
- Three (3) weeks' vacation to start.
- Company lunches and social events throughout the year.
- Professional development opportunities and mentorship.

**How to Apply**

Please send your Resume and Cover letter (Optional) to [recruiting@xypex.com](mailto:recruiting@xypex.com) with the subject line "Business Analysis Manager, Sales – [Your Name]."

While we appreciate all applications, only those selected for further consideration will be contacted.