



Strategy Analyst

Location: Highwood Dr, Tewksbury, MA

Walden Local is searching for a passionate and curious business analyst interested in learning and growing with us. We're an 8 year old startup company that is transitioning to a scale up following a year of 100% growth in 2020! You will report to the VP of Strategy and will be responsible for analyzing and operating crucial business functions, including areas across our member base, our operations, supply chain, and marketing efforts. This is a highly collaborative and impactful role, where you will have a direct impact on the success of our mission to grow local agriculture in our region. As a growing company, the responsibilities of this role will also evolve over time to address the ever-changing needs of our fast-paced organization.

What You'll Do:

- Own the design, development, automation, and maintenance of key business metrics and ongoing and ad-hoc reports, analysis, and dashboards to drive key business decisions, always in pursuit of surprising and delighting each and every one of our members
- Assist in brainstorming and rolling out strategy related to member-facing efforts, as well as operational and strategic improvements
- Help design, document, and maintain new processes, systems, and reporting structures so that Walden can continue accelerating its mission forward
- Handle critical day-to-day functions that ensure our operations run smoothly
- Proactively identify opportunities and gaps for innovation or process improvements, and execute on the solutions to solve them

What You'll Bring:

- 2-4 years professional experience. Customer facing work is a big plus!
- Willingness to get hands dirty and jump in to do whatever needs to get done
- Excellent written and verbal communication skills
- Advanced knowledge of Excel is required, including vlookups, pivot tables, and complex functions
- Ability to learn in a research-oriented, self-directed way
- Interest in solving complex puzzles and difficult problems, with a can-do approach

- Curiosity and a drive to understand the bigger picture
- An ability to dig into details and roll up sleeves to get things done as well as pull back to plan and assess analytically
- Passion and excitement for our mission

Bonus points if you have...

- Bachelor's degree in an analytical discipline, or relevant work experience in an analytically-oriented field such as business metrics reporting, marketing research, finance, or consulting
- Advanced knowledge of SQL and/or python is a plus
- Experience developing/documenting procedures
- Experience in a customer or client-facing role

Don't check all the boxes? Don't worry! We know that there is no such thing as a 'perfect' candidate. Walden Local is committed to building a team that brings passion for our mission and a diverse set of experiences and opinions. Feel welcomed to bring your whole and authentic self and please apply if this is a role you feel passionately about! We read cover letters and encourage you to share your unique experience and interest in this role and our mission.

What We Offer:

- Financial: Company Bonus Plan, 401k (starting at 1 year)
- Health & Wellness: Medical & Dental (starting at 90 days), Paid Sick Days, Unlimited PTO, 8 Paid Holidays, Volunteer Time Off, Parental Leave
- The Fun Stuff: up to 5 lbs of free meat weekly, 25% off up to 2 Walden monthly meat subscription memberships, 25% discount at our Boston butcher shop, family-friendly annual company picnic

When You Join Walden...

You'll be Making Local Work - contributing to a mission-driven startup committed to reinvigorating local agricultural economies, in support of healthier communities, animals and soil. Walden Local is New England and New York's leading brand of sustainable, locally-raised meat, connecting families with farmers by distributing directly to thousands of households across the Northeast. We believe in simplicity, doing ridiculous things for our members, and that the little things matter. We're building a diverse team that shares these passions. If you're inspired by ambitious missions and working hard to solve complicated problems, we'd love to meet you!