



POSITION DESCRIPTION

*** Business Systems Analyst ***

THE COMPANY

[Thermacell Repellents, Inc.](#) (TRI) is a privately held company with a mission *to liberate people who love the outdoors from the harmful effects of insects*. TRI products include the world's most effective and fastest growing mosquito repellents. Founded in 1999 and based outside of Boston in Bedford Massachusetts, TRI uses proprietary technology to diffuse a highly effective insect repellent based on a material found in Chrysanthemums. In just a few minutes, this unique technology creates a 15+ foot zone of protection from mosquitoes and other flying insects. Users around the world rate Thermacell Repellents dramatically higher than any other mosquito repellent because its technology works so well without requiring direct skin application.

TRI currently employs 44 full time employees at our 2 locations (38 Massachusetts Office, 6 to our new Atlanta GA distribution center).

TRI's controlling shareholder is TA Associates. TA has more than 50 years of demonstrated success helping to scale growth companies around the world in five core industries. TA believes in partnering with high performing Management Teams, recruiting high-impact talent, providing informed guidance and market intelligence, and helping drive profitable growth. TA Associates is in the top 100 private equity funds in the world.

TRI core values:

- Can Do Spirit – it's NEVER 'someone else's job'
- Absolute Integrity – the high road is the only road
- Thrilling our Consumers – they are the well spring of our success and they must be delighted with Thermacell every time they use one
- Learn – Grow – Adapt (continuous cycle)
- Work Hard, Play Hard, Stay Humble – earn it every day

POSITION PURPOSE:

The Business Systems Analyst is responsible for partnering with the business users to understand the operational needs and procedures of the business and help find solutions. The Business Analyst will review, evaluate, and document user requirements. They will then determine the most effective solution for the business in its use of technology, at times do some of the work, and will manage the user testing for these projects. They are involved in all steps of the development life cycle and represent the Business Systems Team in project meetings as

well as individual meetings with business leaders. The BSA will work to continuously to improve the value delivered by our Technology systems and applications.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES:

- Reviewing, analyzing, and evaluating business user needs to create technical solutions that support overall business strategies
- Work with business stakeholders to document information system requirements, including process workflows and diagrams, define scope and objectives
- Identify specific business opportunities and develop new capabilities for NetSuite ERP system and other business used applications
- Assist with project management and influence stakeholders to support information systems projects
- Develop and coordinate application test plans and schedules for new systems implementations, major enhancements, and upgrades
- Evaluate current TRI Information Systems and practices, drive continuous improvement of business processes.
- Project management, define Information Systems project requirements by identifying project milestones, phases and elements; forming project team; establishing project budget and manage progress
- Work with software vendors to implement new systems and / or enhancements of existing systems
- Develop and lead NetSuite ERP Key User group
- Perform other job related duties as required.

THE IDEAL CANDIDATE PROFILE

- Strong Analytical and problem-solving skills with 5+ years Business Analyst experience
- Good business application knowledge, esp. ERP (NetSuite preferred), EDI, CRM, HRIS, BI/AI
- Excellent written and verbal communication skills
- Strong business acumen and business process knowledge
- Demonstrated capability in working quickly with excellent attention to detail. Wants to participate in process improvement.
- Great analytical, critical thinking and problem-solving capabilities
- Project Management (PMP a Plus)
- Team player who believes in winning together and enjoys a high-performance environment.
- Ability to impact operations and effect change without being confrontational
- Extremely organized with strong time-management skills
- Relationship building
- Vendor Management
- Bachelor's degree or higher in business analysis, business administration, finance, or related field

- **Important personality profile attributes include:**

- Great fit with Thermacell values (Absolute Integrity, Can-Do Spirit, Thrilling Consumers, Learn-Grow-Adapt, Work Hard/Play Hard/Stay Humble)
- Strong work ethic (consistent with the brand's equity, and many of the brand's consumers)
- Juiced by increasing results and increasingly engaged co-workers (not by title or activities)
- Accountability ("owns it" and holds other accountable for "owning it")
- Resilient (understands that things don't always go the right way; bounces back)
- Proactive (finds opportunities to add value, doesn't wait to be asked)
- Even-keeled (stays calm and leads through challenging, stressful times)

Total Compensation and Benefits

Compensation and benefits for this position will include a competitive base salary with an annual incentive bonus tied to company performance. Thermacell offers a 401(k) plan with 3% company contribution after first year as well as company health care (80% of premiums paid).

How to apply

Please send your resume with a thoughtfully written cover letter to careers@thermacell.net. We look forward to hearing from candidates who are ready to make a contribution to a growing organization.

Currently relocation is not being offered, local candidates preferred

Equal Opportunity Employer committed to a culturally diverse workforce. All qualified applicants will receive consideration for employment without regard to race; color; creed; religion; national origin; age; ancestry; nationality; marital, domestic partnership or civil union status; sex, gender, gender identity or expression; affectional or sexual orientation; disability; veteran or military status or liability for military status.