



FUNCTIONAL ANALYST

Location: Brussels

Do you want to start an ambitious and challenging career?

Would you like to work in an exciting and fun environment?

Do you thrive in work environments that push you to be your best?

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

What will you do?

We believe that we grow as our people grow. Motivated professionals make a difference. Not just for themselves, but also for our customers.

We are looking for people who share our corporate values among our local and international networks and promote close relationships with our customers and internal teams. Taleo's success depends on the talent of its employees, therefore we are looking for an enthusiastic Functional Analyst:

The Functional Analyst clearly identifies the problems that the business is experiencing and/or the business requirements and maps out possible solutions that can be developed and integrated in the enterprise production environment. The Functional Analyst investigates costs and benefits, then designs the chosen solution in detail, defining exactly what it should look like, which data are involved, and which processes are supported.



How do we imagine our future Functional Analyst?

During the preparation phase:

- Accompany the business analyst and client through the reflection towards a solution, propose alternative and adequate solutions in line with enterprise architecture and strategy, and considering cost/benefit.
- Ensure that the client understands and adopts enterprise rules and standards concerning architectural standards, security, etc.
- Work together with the architects to set up the architecture.
- Close collaboration with project manager / asset manager / product owner.
- Relay between the client, business analyst and involved asset teams, ensuring a unified view towards the client and clear understanding of needs by all IT parties.

During the elaboration phase:

- Functional elaboration of the chosen solution, translation of business requirements into detailed functional requirements.
- Align with involved assets on functional responsibilities.
- Application design of the solution, identifying and detailing impacts on different application components as specified in the architecture.
- Align with technical teams to specify requirements.

During the construction phase:

- Follow-up of development and testing to ensure coherence between functional specifications and the developed solution.
- Provide technical definitions of components supported by different teams (queues, security, integration layers, etc.).

In an agile context, preparation, elaboration and construction are sliced and combined in sprints.

Support suppliers during development and testing, analyse defects, support release and deployment teams, provide ad hoc support once in production, and maintain documentation accordingly.

We hire great people and give them the playing field to become awesome!

• Profile :

- At least 5 years of relevant experience.
- Functional and technical knowledge of existing IT systems.
- Practical experience with Scrum.
- Knowledge of analysis methodology (according to enterprise standards).
- Sound knowledge of English and at least one local language (Dutch or French).
- Rigorous, methodical, analytical and accurate.
- Quick to adapt, communicative, and a team player.



Rather than a diploma or extensive experience, it's your state of mind that will allow you to reach your potential and meet the target with Taleo!

HIGHLY APPRECIATED

- Knowledge of the concerned banking and technical domain.
- Certifications related to functional analysis or agile methodologies.
- Willingness to travel occasionally (50% on site & 50% homeworking).

Why should you join us?

You will be part of a talented and dynamic team! You will be able to benefit from career advancement and have the possibility to develop international and long-lasting work relationships.

If these words resonate with you and you identify with this description, send us your CV! We will be delighted to meet you.

