



IT Functional Analyst

Location: Brussels

Are you ready to take your career to the next level?

Do you thrive in environments that challenge and inspire you?

Would you like to grow within a team that values both excellence and enjoyment at work?

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?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for a **functional analyst** to join our journey.

Mission Context

The **IT Functional Analyst** plays a key role in **identifying business needs and issues**, translating them into **functional and technical solutions** that can be **designed, developed, and integrated** within the enterprise production environment.

The role involves **cost/benefit analysis, solution design, and end-to-end collaboration** with



business, IT, and delivery teams to ensure alignment with **enterprise architecture, security standards, and strategy**.

Temporary position until end of 2026 – non-renewable.

Role & Responsibilities:

Preparation Phase

- Accompany the **business analyst and stakeholders** in exploring and defining **appropriate solution options**
- Propose **alternative solutions** aligned with **enterprise architecture, strategy, and cost/benefit considerations**
- Ensure stakeholder adherence to **architecture guidelines, security rules, and enterprise standards**
- Collaborate closely with **architects** to define the **solution architecture**
- Work in close coordination with **project managers, asset managers, and product owners**
- Act as a **single point of coordination** between business, analysts, and IT asset teams, ensuring a **clear and unified understanding of requirements**

Elaboration Phase

- Translate **business requirements** into **detailed functional requirements**
- Define and align **functional responsibilities** across involved IT assets
- Design the **application-level solution**, identifying impacts on existing systems and components
- Coordinate with **technical teams** to specify their detailed requirements

Construction & Deployment Phase

- Follow up on **development and testing activities** to ensure alignment with functional specifications
- Provide **technical definitions** for shared components (e.g. **integration layers, queues, security**)
- Support **external suppliers** during development, integration, and assembly testing (I&AT)
- **Analyse and manage defects** during testing phases
- Support **release and deployment activities** across environments
- Provide **post-production support**, incident analysis, and coordination with operational teams
- Maintain and update **functional and technical documentation**



In an **Agile environment**, preparation, elaboration, and construction activities are **iterative and sprint-based**.

Agile Mindset & Ways of Working

The analyst is expected to demonstrate a strong **Agile mindset**, including:

- **Positive attitude and pragmatism**
- **Continuous learning and knowledge sharing**
- Strong focus on **team success over individual ownership**
- Embracing **feedback and continuous improvement**
- Ability to operate in **cross-functional Agile teams**, contributing beyond core analysis when needed

Required Experience & Knowledge

- **Minimum 3 years of relevant experience** as a **Functional Analyst**

Technical Experience:

Mandatory:

- Strong **functional and technical understanding of IT systems**

Preferred:

- **API design, testing/mockup, and documentation**
- **System modelling** (UML, sequence, activity, flowcharts)
- **Validation patterns** (data definition, RegEx)
- Ability to **read code** (SQL, Java, JSON/YAML, basic scripting)
- Ability to **interpret architecture diagrams** and engage in technical discussions
- Understanding of **Java and object-oriented principles**
- Knowledge of **cloud integration principles**
- Experience with **Agile / Scrum frameworks** and **3 Amigos** refinements

Business Experience:

Mandatory:

- Experience within the **financial sector**



Preferred:

- Exposure to **digital channels** (web and mobile)

Soft Skills

- **Analytical, structured, and methodical**
- High level of **accuracy and rigor**
- Ability to **adapt quickly** in complex environments
- Strong **communication skills**
- **Team-oriented mindset**

Languages

- **English:** Sound knowledge
- **Dutch and/or French:** Sound knowledge (at least one local language required)

Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**. You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

Share your CV and take the next step in your journey with Taleo

