

EJD TALENT SOLUTIONS

Hiring Guide

Business Analyst

BUSINESS ANALYTICS & SYSTEMS

WHAT THIS ROLE ACTUALLY DOES

A Business Analyst bridges the gap between a business problem and a workable solution, gathering requirements, analyzing data, and translating findings into recommendations stakeholders can actually act on. The best ones combine technical fluency with the communication skill to bring skeptical stakeholders along.

SKILLS & QUALITIES TO SCREEN FOR

- Real proficiency with data tools (SQL, Excel, BI platforms), not just familiarity
- A structured approach to requirements gathering, not just note-taking in meetings
- Ability to explain technical findings in plain business language
- Evidence of analysis that changed a real business decision, not just produced a report
- Comfort navigating conflicting priorities between stakeholders

RED FLAGS TO WATCH FOR

- Can't walk through a real analysis from problem to recommendation without prompting
- No measurable business impact tied to any of their past analysis work
- Answers become vague or overly technical when asked to explain something simply
- No examples of handling pushback or conflicting requirements from stakeholders
- Treats documentation as an afterthought rather than part of the deliverable

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SAMPLE INTERVIEW QUESTIONS

- 1 Walk me through a business problem you analyzed, from requirements gathering to recommendation.
- 2 Tell me about a time your analysis directly changed a business decision.
- 3 How do you handle conflicting requirements from different stakeholders?
- 4 What tools do you use for data analysis and documentation, and why those specifically?
- 5 Describe a project where your initial analysis turned out to be wrong. What did you do next?

SALARY QUICK REFERENCE (GAUTENG, 2026)

Junior (1-3 yrs)	R280,000 – R420,000
Mid-Level (4-7 yrs)	R420,000 – R620,000
Senior (8-12 yrs)	R620,000 – R860,000
Specialist+ (13+ yrs)	R860,000 – R1,150,000

Full breakdown available in our Business Analytics Salary Benchmarking Report.

HOW EJD CAN HELP

Gauteng's Business Analyst market is competitive, and a generic keyword-matched CV screen misses the candidates who can actually influence a business decision. EJD screens for structured thinking and communication, not just tool proficiency. Submit a vacancy and we'll have a shortlist back within 72 hours.

This guide reflects EJD Talent Solutions' hiring approach and general market observations as of 2026. It is intended as practical guidance, not a substitute for a tailored hiring strategy.