



Senior Revenue Operations Analyst

Remote | Reports to Director of Revenue Operations

About Really Great Reading

Really Great Reading is a leader in literacy instruction, providing research-based tools and programs that empower educators and help students achieve reading success. We are growing and looking for a Senior Revenue Operations Analyst to support our Director of Revenue Operations in optimizing our revenue processes, reporting, and data analysis.

The Role

We are seeking a highly analytical and strategic Senior Revenue Operations Analyst to help drive visibility, predictability, and performance across our revenue organization. This role will partner closely with Sales, Marketing, Customer Success, Finance, and Executive Leadership to deliver actionable insights, improve forecasting accuracy, and optimize revenue processes across the go-to-market engine.

The ideal candidate combines strong analytical expertise with deep Revenue Operations experience. They are highly proficient in Excel, HubSpot and DealHub, skilled in building forecasts and performance models, and able to translate complex data into clear insights that guide decision-making. This individual will play a critical role in identifying trends, uncovering growth opportunities, and improving the efficiency and effectiveness of the revenue engine.

What You'll Do

Revenue Analytics & Reporting

- Develop, maintain, and optimize dashboards, reports, and KPIs across the revenue organization.
- Analyze sales performance, pipeline health, conversion rates, and revenue trends to provide actionable business insights.
- Identify patterns, risks, opportunities, and leading indicators that impact revenue attainment.

- Develop and deliver executive-level reporting and insights to support board meetings, business reviews, and strategic decision-making.
- Translate complex data into actionable recommendations for leadership and cross-functional stakeholders.
- Conduct deep dive analyses to identify growth opportunities, operational bottlenecks, and areas for process improvement.
- Build business cases and recommendations that support strategic decision-making.
- Partner with leadership to establish performance metrics and measurement frameworks.
- Translate complex data into clear, actionable recommendations for stakeholder.

Revenue Operations & Process Optimization

- Design, document, and optimize revenue processes across the lead-to-close and quote-to-cash lifecycle. Identify operational inefficiencies and implement scalable solutions that improve productivity and execution.
- Partner with Sales, Marketing, Customer Success, and Finance teams to drive alignment and process consistency.
- Develop and maintain process documentation, workflows, and operational best practices.
- Lead continuous improvement initiatives that enhance revenue generation and operational effectiveness.

Forecasting & Planning

- Own and enhance revenue forecasting models to improve predictability and accuracy.
- Partner with Sales and Customer Success Leadership to evaluate pipeline quality, forecast performance, and attainment.
- Monitor forecast variances and provide recommendations based on data analysis and market trends.
- Support annual planning, territory design, capacity planning, and revenue target setting.
- Provide scenario modeling and strategic recommendations to support business planning and growth objectives.

Systems & Process Optimization

- Serve as a subject matter expert for HubSpot and DealHub, ensuring data integrity, process consistency, and system optimization.
- Evaluate and improve lead-to-close workflows, sales processes, lead management and revenue operations infrastructure.
- Collaborate with cross-functional teams to implement automation and operational efficiencies.
- Manage system enhancements, integrations, and process documentation.

What You Bring

- Bachelor's degree in Business, Finance, Economics, or a related field.
- 5+ years of experience in Revenue Operations, Sales Operations, Business Analytics, or a related analytical role.
- Hands-on experience administering and optimizing HubSpot and DealHub.
- Proven experience building forecasts, analyzing pipeline performance, and supporting revenue planning processes.
- Strong analytical skills with experience identifying business trends, opportunities, and performance drivers.
- Advanced proficiency in Excel or Google Sheets, including financial modeling, forecasting, and data analysis.
- Experience building dashboards and reports for executive and operational stakeholders.
- Strong project management, problem-solving, and organizational skills.
- Excellent communication skills with the ability to present findings to both technical and non-technical audiences.

What We Offer

We take care of the whole person – because we believe that when our team thrives, so do the students and educators we serve. Our benefits include:

- Competitive 401(k) with company matching
- Comprehensive Medical, Dental, and Vision insurance
- Paid Time Off to support rest, renewal, and life outside of work
- Employee Discount Program and partner savings
- Ongoing professional development and learning investment
- Wellness initiatives designed to support physical, mental, and emotional well-being
- Evolving benefits shaped by team member voice and values

Physical Requirements

This is a fully remote role. Team members work primarily at a computer and regularly engage in video conferencing, document review, and digital collaboration. The ability to work at a screen for extended periods, use standard input devices, and participate in virtual meetings is required.

Equal Opportunity Employer

Really Great Reading is committed to building an inclusive, high-performing workplace that reflects the diverse students, educators, and communities we serve. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, national origin, disability, veteran status, sexual orientation, gender identity, or any other characteristic protected by applicable law.