Lead Business Systems Analyst

Requisition	R0000192140
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 9, 2026
Last day to apply	December 30, 2026
Posted deadline	December 31, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

The Lead Business Systems Analyst (BSA) is responsible for system business analysis activities on Treasury Management Services and large Risk & Compliance programs with teams across T&O and Operational Risk IT. The role demonstrates advanced knowledge and ability in business systems analysis where you will oversee facilitating the flow of requirements from the business partners to Technology teams for delivery. As a Lead BSA within the Technology Team, you will be the subject matter expert on the program requirements, acting as the central point of contact for IT, T&O teams and partnering with Business to drive requirements review, refinement, design and traceability.

Responsibilities

- Work closely with product managers to ensure a good understanding of business needs and translate them into system requirements.
- Define the business analysis approach, plans and accurate estimates of needs, including tasks and deliverables, and refine them continuously to ensure accuracy.
- Lead requirements prioritization and leverage techniques to drive out business priorities.
- Analyze and document the detailed requirements of management and system solutions in iterative or agile methodology using techniques such as user stories, history maps, system-to-system maps, user context diagrams, tools and agile or iterative processes.
- Apply advanced coverage analysis techniques to ensure the link between scope, detailed requirements and implementation testing.
- Communicate the impact of changes through a cost-benefit analysis taking into account operational time, effort and priorities.
- Support design, development and testing activities by providing clarification of requirements and analyzing root causes.
- Support Business and IT Program Management Team, when needed, ensuring that business priorities are understood and that IT teams are provided with detailed information to develop and test solutions effectively and in line with expectations.

Qualifications

Requirements

- 7 years and older as an analyst of business systems, with increasing responsibilities in the areas of needs management for large complex projects and programs.

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

- Experienced with various project implementation methods, such as Waterfall, Iterative and/or Agile, Experience in data mapping between systems for integrations.
- Experience in needs planning and prioritization, including stakeholder analysis and effort estimation, Experience in data analysis using SQL and Excel.
- Techniques for obtaining requirements such as stakeholder analysis, facilitated workshops, observation, prototyping.
- Requirements Management and Communication – Requirements Crossings; Scope and Change Management; Traceability; Configuration Management, Backlog Management and Prioritization.
- A good understanding of the technology and/or financial services industry.
- Experience within GRC domains, preferably in Operational Risk, Regulatory Compliance, and IT Risk.

Assets

- Experience with Archer or similar GRC tools.
- Strategic thinker with excellent interpersonal skills to work in functions and businesses.

Pay and benefits

RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- Managers who coach employees and help them find opportunities to develop.
- Ability to make a difference and have a lasting impact.
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- A world-class financial services training program.

Job Skills

Agile methodology, Business data analysis, Business process modelling, Business acuity, Communication, Critical thinking, Decision-making, Group problem solving, Interpersonal relationship management, Needs analysis

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000192140 on the RBC careers portal.

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™