

Business Analyst

The translator between the people who need software and the people who build it. A business or IT degree and a talent for asking questions.

TYPICAL PAY

\$94,000

a year, full time

PAY RANGE

\$64k to \$130k

starting to experienced

TIME TO QUALIFY

3 to 5 years

after high school

DEMAND

Moderate

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

Banks, insurers, government, consulting firms, tech companies

How you get there

- 1 High school** Grades 11 and 12
English, math, business and computer science. Practise explaining technical things to people who do not care about technology.
- 2 Degree or diploma** 2 to 4 years
Business administration with an information systems focus, computer science, or a college computer systems diploma. Co-op terms at a bank or software company are the best possible start.
- 3 First job** 1 to 2 years
Junior analyst in a bank program, or a related role like software tester, support specialist or operations. Learn how the business really works.
- 4 Business analyst** Year 2 to 3 onward
Owning requirements for a project: interviewing users, writing what the system must do, checking the built product does it.
- 5 Certify and specialize** Ongoing
ECBA (Entry Certificate in Business Analysis) early, CBAP (Certified Business Analysis Professional) after 5 years. Specialize in an industry like payments, insurance or health care.

Pros and cons

- + Steady, well-paid work in every industry
- + No coding required, but you work in tech
- + A common springboard into product management or consulting
- Job Bank rates the outlook limited in Ontario, Quebec and Alberta
- Caught between users who want everything and developers who want clarity
- A lot of meetings and documentation

Optional boosts

CBAP (Certified Business Analysis Professional). SQL (the language for pulling data out of databases). Agile and product owner training. Industry depth.

Where these numbers come from

Job Bank: Business analyst, informatics (NOC 21221), wages (updated Nov 2025)

IIBA (International Institute of Business Analysis): certifications

BCIT: Computer Systems Technology diploma

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/business-analyst>

Good to know

The world's professional body is in Toronto

The IIBA (International Institute of Business Analysis), which sets the standards and runs the certifications used by analysts around the world, is headquartered in the Toronto area.

The job is mostly questions

A good analyst's most important tool is 'why?' asked five times in a row. Most software projects fail because nobody wrote down what the system was supposed to do, and that is the gap this job exists to...



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