

Management Analysts

SOC: 13-1111 • Career Profile Report

■ Key Facts

\$101,190 Median Salary	1,075,100 Employment	+9.0% Growth Rate
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■ Requirements & Salary Range

Education: Bachelor's degree

■ Automation Risk Assessment

Medium Risk - 38.0% probability of being automated in the next 10-20 years.
This job has some routine elements but still requires human judgment and interaction.

■ Work-Life Balance

8.7/10 - Excellent work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	3.8/10	Investigative	7.2/10
Artistic	4.0/10	Social	6.6/10
Enterprising	8.2/10	Conventional	8.8/10

■ Top Skills Required

Analytical skills, Communication skills, Interpersonal skills, Problem-solving skills, Time-management skills

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Management Analysts are business and strategy professionals who help organizations **improve efficiency, effectiveness, and overall performance**. Often called management consultants, they analyze operations, identify problems, and recommend solutions that help companies, nonprofits, and government agencies operate more strategically and competitively. Their work blends data analysis, process improvement, and change management.

This career is well suited for individuals who enjoy problem-solving, working with data and people, and helping organizations make smarter decisions.

What Do Management Analysts Do?

Management analysts study how organizations operate and propose ways to improve performance, reduce costs, or increase revenue.

Common responsibilities include:

- Analyzing organizational structures, workflows, and processes
- Collecting and interpreting operational and financial data
- Identifying inefficiencies or performance gaps
- Developing recommendations and improvement strategies
- Preparing reports, presentations, and implementation plans
- Advising executives and managers on strategic decisions
- Supporting change management and implementation efforts

Areas of Focus

Management analysts may specialize in specific types of analysis:

- Operations and Process Improvement: Streamlining workflows and reducing waste.
- Strategy and Business Planning: Supporting long-term organizational direction.
- Financial and Cost Analysis: Improving budgeting, spending, and profitability.
- Human Capital and Organizational Design: Enhancing workforce structure and performance.
- Technology and Systems Analysis: Evaluating software, data systems, or digital transformation.
- Change Management: Helping organizations implement new processes or structures.

Skills and Abilities Needed

Management analysts combine analytical thinking with communication and influence.

Core Professional Skills

Personal Qualities That Matter

Education and Career Pathway

Becoming a management analyst typically involves formal education and progressive experience:

- Bachelor's Degree: In business, economics, management, or a related field
- Entry-Level Analyst or Consulting Roles: Building analytical and client-facing experience
- Advanced Education (optional): MBA or master's degree for senior roles
- Professional Certifications (optional): Credentials in management, process improvement, or analytics
- Ongoing Learning: Staying current with business trends and tools

Where Do Management Analysts Work?

Management analysts are employed across many sectors:

- Management and Consulting Firms

- Corporations and Corporate Strategy Departments
- Government Agencies and Public Sector Organizations
- Healthcare Systems and Educational Institutions
- Nonprofit and Mission-Driven Organizations

Work may involve client sites, offices, or remote consulting environments.

How Much Do Management Analysts Earn?

Earnings vary by experience, industry, and consulting scope:

- Entry-Level Management Analysts: Typically earn competitive professional salaries
- Experienced or Specialized Analysts: Often earn higher pay with expertise
- Senior Consultants or Partners: May earn more with leadership responsibility

Compensation can include bonuses or performance incentives.

Is This Career Difficult?

Management analysis is intellectually demanding and deadline-driven. Analysts must quickly understand new industries, synthesize complex information, and present clear recommendations. The challenge lies in balancing analytical rigor with practical, implementable solutions.

Who Should Consider Becoming a Management Analyst?

This career may be a strong fit if you:

- Enjoy analyzing how organizations work
- Like solving complex business problems
- Are comfortable working with data and executives
- Communicate clearly and persuasively
- Want a versatile career across many industries

How to Prepare Early

- Study business, economics, statistics, and data analysis
- Practice structured problem-solving and case studies
- Build strong writing and presentation skills
- Gain experience through internships or consulting projects
- Learn common business tools such as spreadsheets and visualization software

Management analysts help organizations work smarter by turning data, insight, and strategy into practical improvements that drive efficiency, growth, and long-term success.