dba

MARKET RESEARCH & ADVOCACY

CANADIAN FINANCIAL SERVICES · 2026–2027 EDITION

What 200 Job Postings Reveal About *Getting Hired as a Business Analyst* in 2026

THE BIG PICTURE

Only **15% of the 200 roles were open to junior candidates**.

The rest ask for proof that you can already do the work, and the skills they name most often include **elicitation**, **process maps**, **user stories** and **SQL**.



200	6	Jul to Sep	Jul 2027
LIVE BA POSTINGS	HIRING HUBS	2026, READ IN FULL	NEXT REFRESH

01 · START HERE

The 1-Minute Read

Six findings from 200 live postings, and what each one means for your next move.

15%

of roles were open to junior candidates. 75% asked for intermediate or senior analysts.

Lead with proof of work, not years.

95%

asked for elicitation: running workshops, interviewing stakeholders and getting clear answers.

Practise running a session, not just reading about one.

78%

asked for SQL. Only 15% mentioned Python or R.

Learn SQL before any other technical skill.

65%

asked for financial product knowledge, such as mortgages, mutual funds or trades.

Learn one product end to end.

70%

of roles are hybrid. 15% are fully remote and 15% are fully on site.

Apply where you can commute.

$85–110k

is the typical advertised base pay for an intermediate BA in these postings.

Know your band before the recruiter call.

WHAT IT MEANS FOR YOU



Changing Careers

You already know products and processes, which 65% of postings ask for. Turn that into proof: one process map and five user stories about work you have done.



New to Canada

With only 15% of roles at junior level, your portfolio must speak first. Use Canadian examples. Since January 1, 2026, Ontario employers with 25 or more staff can't require Canadian experience in a public job posting.[1]



Already an Analyst

Senior roles advertise $110k to $140k base. They add data mapping, UAT ownership and vendor work: 35% of senior postings include RFPs (requests for proposal) and vendor scoring.

HOW WE DID THIS

200 live business analyst postings in Canadian financial services (banking, wealth, capital markets, insurance, fintech) across Toronto, Vancouver, Montreal, Calgary, Ottawa and Edmonton. Each posting was saved as a full PDF and read end to end in July, August and September 2026. A percentage is the share of the 200 postings that mention an item. Postings mention many items, so lists don't add to 100%. Next refresh: July 2027, with a comparison of what changed.

[1] Ontario public job posting requirements in force January 1, 2026 (Osler summary).

02 · THE CHECKLIST

Your Prioritized BA Job Checklist for 2026 & 2027

Ranked by how often the 200 postings asked for each item. Tick a box only when you have something to show: a file, a link, or a short story with a number in it.

PRIORITY 1 · THE PRICE OF ENTRY asked in 75% or more of postings		PROOF TO SHOW
☐ Elicitation	95%	Run 1 mock workshop or 3 stakeholder interviews. Write up decisions and open questions.
☐ Stakeholder management	92%	1 story of a disagreement you helped resolve, told in 90 seconds, with the outcome.
☐ Jira and Confluence	90%	A small backlog in Jira's free plan, linked to a Confluence page that explains it.
☐ Agile user stories	88%*	5 user stories with acceptance criteria written as Given, When, Then.
☐ Process maps (BPMN 2.0)	82%	An as-is and a to-be map of one banking process. draw.io is free and handles BPMN.
☐ Advanced Excel	80%	A pivot table and an XLOOKUP check that reconciles 2 data sets, with what you found.
☐ SQL	78%	5 queries using JOINs, GROUP BY and a subquery, each answering a business question.
☐ BRD and FRD	78%†	A short business requirements document with numbered, testable requirements.

PRIORITY 2 · WHERE SHORTLISTS ARE DECIDED 50% to 74%		PROOF TO SHOW
☐ UAT (user acceptance testing)	70%	A UAT plan, 10 test cases and a defect log you triaged.
☐ Financial product knowledge	65%	Explain 1 product end to end in plain language: a mortgage, a mutual fund or a trade.
☐ Source-to-target data mapping	65%	A mapping sheet for 15 fields between 2 systems, with transformation rules.
☐ Change management	65%	A 1-page training guide or SOP (standard operating procedure) for your change.
☐ Lifecycle knowledge	60%	Map a trade lifecycle (front, middle, back office) or a loan origination flow.
☐ Regulatory knowledge	55%	Show how 1 rule (AML/KYC, an OSFI guideline or IFRS 17) becomes requirements.
☐ Data models (ERD, UML)	55%‡	1 entity relationship diagram for the data behind your process map.

OPTIONAL 3 · TIEBREAKERS under 50% of postings

- CBAP® or CCBA® 45%
- APIs and JSON 45%
- Traceability matrix (RTM) 45%
- Industry systems 40%
- CSM or CSPO 35%
- Cost-benefit analysis 35%
- Risk domain 35%
- CFA or CSC 30%
- Python or R 15%

BEFORE YOU HIT APPLY

1. Put your portfolio link at the top of your résumé.
2. Rewrite 3 résumé bullets with a number in each.
3. Use the posting's own words, such as business systems analyst.
4. In Ontario, check the posted pay range before you apply.
5. Plan for office days: 70% of these roles are hybrid.
6. Apply in a role's first week, then follow up once.

Level 1 of the dba program has you build Tier 1 and most of Tier 2 on one realistic banking case. See what's inside →

* of agile-delivery postings † of traditional-delivery postings ‡ of intermediate and senior postings. Tier names are our reading of the data. AML anti-money laundering · KYC know your customer · OSFI Office of the Superintendent of Financial Institutions · IFRS 17 insurance contracts accounting standard · CSM, CSPO Scrum certifications · CFA Chartered Financial Analyst · CSC Canadian Securities Course · API application programming interface · JSON a common data format. CBAP® and CCBA® are registered certification marks owned by International Institute of Business Analysis.

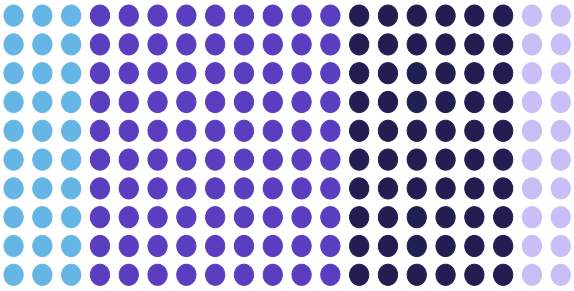
03 · THE ANALYSIS

The Market Demand At A Glance

Who is hiring, at what level, where, and for how much.

WHO THEY WANT: SENIORITY

Each dot is 1 of the 200 postings.



- **15%** Junior
- **45%** Intermediate
- **30%** Senior
- **10%** Lead, principal

HOW THEY WORK

70%

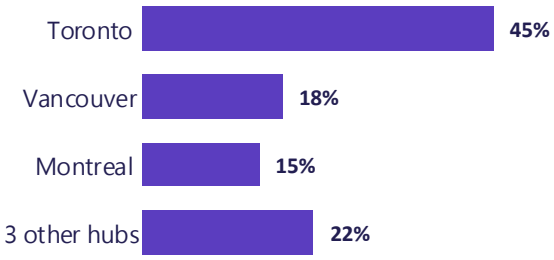
of roles are hybrid



Hybrid 70% Remote 15% On site 15%

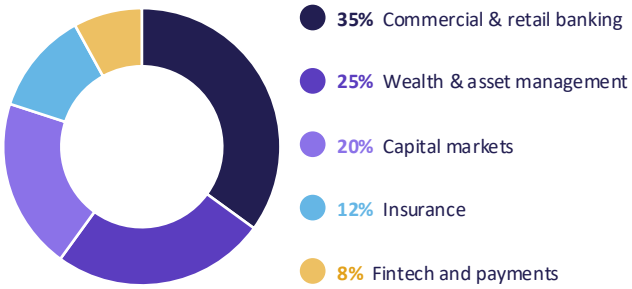
90% ask for a bachelor's degree. **20%** prefer a master's or MBA.

WHERE: SHARE OF POSTINGS BY CITY



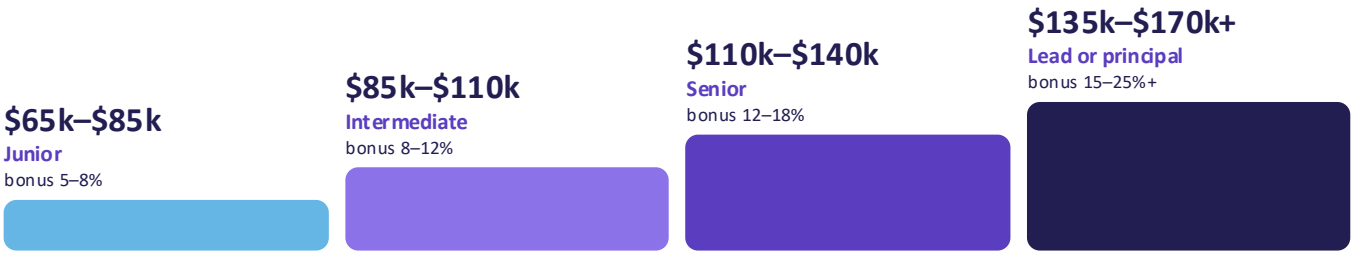
3 other hubs: Calgary, Ottawa and Edmonton combined.

WHO IS HIRING: SHARE BY SEGMENT



WHAT IT PAYS: TYPICAL ADVERTISED BASE PAY

Ranges posted in the ads where pay was disclosed. Bonus where stated. Not an offer.



So what? Toronto has 2.5 times as many of these roles as Vancouver, the next city. If you are new to the field, you are competing for the 15% of junior roles, or for intermediate roles with proof in hand.

The next edition lands in July 2027 with what changed. Get it first →

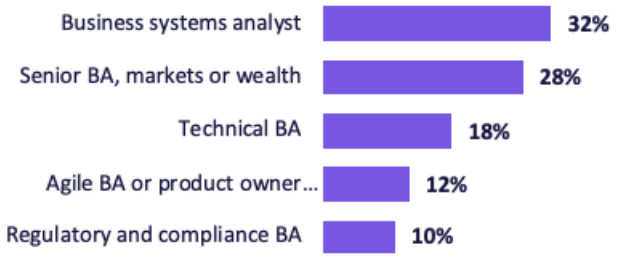
Education only. No job, salary or immigration outcome is guaranteed. Data: 200 live postings, July to September 2026.

04 · THE WORK AND WHAT'S NEXT

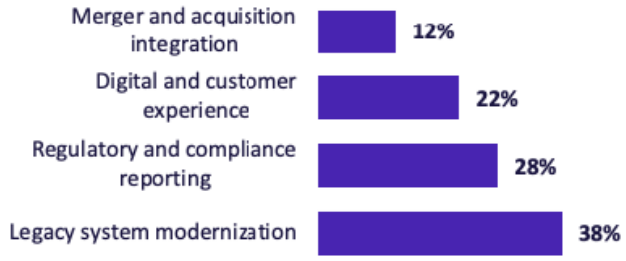
Trending BA Roles & Projects

The job titles to search, the projects behind the hiring, the team around you, and five changes to plan for.

SEARCH THESE TITLES, NOT JUST "BA"



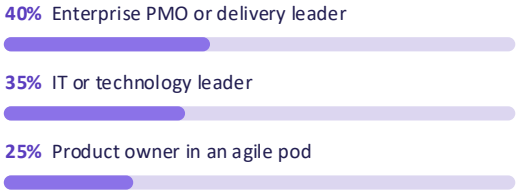
WHY THEY'RE HIRING: PROJECT TYPE



WHO YOU'LL WORK WITH: A TYPICAL DELIVERY POD



WHO YOU REPORT INTO



WHAT'S NEXT IN CANADA, 2026 TO 2027

Five dated changes that will shape BA work in financial services, with our read of what each means for you.

JAN 1, 2026

Ontario job posting rules[1]

Pay ranges, AI-screening disclosure and no Canadian-experience requirement in public postings (employers with 25+ staff).

FOR BAs Use the posted range. Write for screening software and for people.

MAR 26, 2026

Consumer-Driven Banking Act[2]

Open banking law passed. The Bank of Canada supervises. Payment initiation is targeted for mid-2027.

FOR BAs Consent, data-sharing and API requirements work.

Q2 2026

AI at work[3]

19.2% of Canadian businesses used AI to produce goods or deliver services in the past 12 months.

FOR BAs AI won't replace analysts. Analysts who use AI will replace those who don't.

Q4 2026

Real-Time Rail launches[4]

Payments Canada's new real-time payment system. Full industry participation is expected in 2027.

FOR BAs Payments, ISO 20022 data and fraud requirements.

MAY 1, 2027

OSFI Guideline E-23[5]

Model risk management for federally regulated lenders and insurers takes effect, and it covers AI and machine learning models.

FOR BAs Documented, traceable requirements for models.

So what? Payments, open banking and model governance all need analysts who can turn a new rule into clear requirements. You can start learning that language now, before the work peaks in 2027.

dba Level 2 (FS Domain) teaches payments, lending, markets and regulation on a case built on a real event. Explore Level 2 →

Sources: 1 Osler · 2 DLA Piper · 3 Statistics Canada, Business conditions Q2 2026 · 4 Payments Canada · 5 OSFI. Dates as published by October 2026; check before relying on them.

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ABOUT THE DIGITAL BUSINESS ANALYST

This Report Is Where Our Program Begins

dba is business analysis training built for one job in one industry

The business analyst in Canadian financial services. The AI-Era Financial Business Analyst certificate program was reverse engineered from this analysis, so what you practise maps to what employers asked for.

YOUR COURSE OVERVIEW

Level 1

BA Capability

Stakeholders, requirements, process and data models, data analysis, testing and change. Case: Meridian Trust.

About 67 hours · $750

Level 2

FS Domain

How Canadian finance works: lending, wealth, capital markets, payments, insurance and compliance. Case: Northline Financial.

About 55 hours · $360

Level 3

Advanced Edge

Agile delivery, AI for business analysts, and a career strategy for the Canadian market. Case: Aurora Wealth.

About 37 hours · $360

- 35 case deliverables in a Notion portfolio
- Portfolio assessed personally by Nav
- 2 free mock interviews with Nav
- Free tools only, no software to buy
- Cohorts of up to 40
- Full program $1,470 (CAD)

Next cohort starts January 11, 2027 · enrolment opens November 15, 2026

See the levels →



Nav Badhan

Founder, The Digital Business Analyst

A practitioner with over +8 years across custody banking, market infrastructure, product management and capital markets consulting in Canada and the United States. He read all 200 postings in this report and built the program from what they asked for.

Prefer to start free? Follow Nav's weekly breakdowns of real BA work →

Education only. No job, salary or immigration outcome is guaranteed. Case studies use fictional companies based on public events. Prices in Canadian dollars plus applicable taxes. dba certifications are issued by The Digital Business Analyst and are not IIBA® certifications or academic credentials.

YOUR NEXT STEP

Build One Proof Piece This Week

Pick one Tier 1 item from the checklist. Build it, save it and link it. When you want a realistic case to practise on, feedback from a practitioner and a small cohort beside you, we're here.

Apply now →

Enrolment for the January 11, 2027, cohort opens November 15, 2026, with 19% off in the first 14 days.

Refer a friend →

Past and current students earn $75 when someone they refer completes the full program. Email us before they enrol.

Become an affiliate →

Creators and mentors earn $150 to $500 for each affiliate-coded student who completes the full program. By application.

Questions about the report or the program? questions@thedigitalbusinessanalyst.com

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ABOUT THIS REPORT

Postings describe what employers ask for, not what the job becomes. Pay reflects the ranges posted where pay was disclosed. A posting is a wish list, not a hiring decision. Percentages are shares of the 200 postings unless marked. Data collected July to September 2026 and intended for 2026 and 2027 job searches. Next refresh July 2027.

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