

How I Found New Growth Paths Inside Indivara Group

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I started my career in Indivara Group as a QA at Inteleq. The work centered on checking the product's final output and making sure everything functioned as it should. From that experience, I learned how a system behaves and what it takes to deliver something reliable. It became the base knowledge that shaped the way I understand products today.

As time passed, I began to notice that I wanted to understand the earlier stages of development too. I became curious about how ideas are formed, how client needs are captured and how the direction of a solution is defined. That curiosity made me look into what a **Business Analyst (BA)** does and whether it was something I could grow into.

Moving from QA to BA

The real turning point happened when HR informed me about an opportunity to move into a BA position at ISSM. I had already been interested in the role for a while, so the offer came at the right moment for me to try something new.

Before accepting the opportunity, I thought about several things. I wanted to understand business processes more deeply. I wanted more interaction with clients. I wanted to be involved earlier in planning instead of only at the quality stage. I also believed the BA role could support my long-term growth. These considerations helped me make the decision with confidence.



What Changed After the Switch

The shift introduced me to a different part of the product cycle. As QA, my work was focused on the final validation. As BA, I became involved from the beginning. I joined requirement discussions, created documentation and aligned expectations between the client and the internal team. The scope was different from what I was used to, and each choice carried a different level of responsibility.

Challenges in the Early Days

The transition came with new challenges. I had to learn how to translate client needs into clear requirements, manage discussions with different stakeholders and adjust to a faster pace. Communicating with clients required extra effort as well, because I needed to understand their needs and make sure everyone shared the same understanding.



During this period, my manager and team gave me steady support. I could ask questions, and they guided me through the adjustments I needed to make.



Skills I Developed as a BA

After stepping into the BA role, I noticed several areas where I grew. My communication skills improved, especially when working directly with clients. My understanding of functional business processes became stronger. I also learned how to write more complete requirements and how to facilitate discussions more confidently. In general, I gained a better understanding of business flows.

I was also trusted to work on new responsibilities, including the Split Bill feature in WOI. That experience showed me how much I had developed since my first days in the role.

What This Journey Means to Me

Seeing both the QA and BA perspectives helped me understand the product lifecycle in a more complete way. QA taught me attention to detail and how important quality is. BA taught me how to plan, how to communicate and how to shape a solution from the very beginning. Both roles have contributed to who I am professionally.

A Message to Fellow Indivara Group Employees

Every company within Indivara Group, including Inteleq where I started, offers room to learn and grow. One benefit of working in a group is the chance to explore different paths without leaving the environment we are already familiar with.

If you are considering trying a new role, these are a few things that helped me. Start by **being open** about what you want to learn next. Talk to your manager and **share your goals**. Take time to understand the role you are interested in by **asking or observing**. **Stay open to feedback** because each role requires different habits. Be ready to **learn** throughout the transition.



Indivara provides room for people who want to **grow and take on new challenges**. When we take initiative and stay open to opportunities, there will always be **a way to move forward**.

My journey is one example of **how a career path within the group can develop through curiosity, learning and openness to change**.