Revenue & Rates Strategy Analyst - NY/DC

Kelley Drye & Warren LLP, a powerhouse firm with the heart of a boutique, is seeking a Revenue & Rates Strategy Analyst to join our team. At Kelley Drye, we understand that pricing and commercial strategy extend far beyond spreadsheets. Our team applies a Legal Operations mindset to help drive value across pricing, rate management, budgeting, analytics, sales, marketing, project management, and other strategic initiatives. If you're looking for a role where your work directly influences business outcomes and contributes to the Firm's success, this is the opportunity for you.

The Strategic Pricing Team occupies a unique position within the Firm, partnering with every practice area and business department to provide insight into financial performance, client economics, and commercial strategy. We play a critical role in helping attorneys develop client-centered pricing and rate strategies that support both business development objectives and strong financial results.

This position offers significant exposure to Firm Partners and Executive Committee members while working closely with the Director and Manager of Strategic Pricing and the team's analysts. The role also collaborates extensively with attorneys, Finance, Billing, Marketing, and Business Development professionals to evaluate client and matter performance, support pricing and rate initiatives, and deliver data-driven recommendations that balance competitiveness with profitability.

This role can be based in either our New York or Washington, D.C. office.

How You’ll Make a Difference

- Partner with the Director and Manager of Strategic Pricing to analyze client rates, revenue, realization, profitability, and commercial performance, identifying opportunities to improve financial outcomes to support client rate reviews, negotiations, and strategic revenue initiatives.
- Perform detailed reviews of existing client rate agreements, pricing structures, and billing performance, partnering with attorneys and the Billing team to improve realization, profitability, and client economics.
- Support quarterly client performance discussions and the Firm's annual rate review process through analysis of client history, utilization patterns, market trends, competitive benchmarks, and financial performance.
- Assist in creating matter budgets, pricing models, and financial analyses to support day-to-day budget planning, alternative fee arrangements, client proposals, and RFP responses.
- Monitor budget-to-actual performance and track the results of pricing and revenue initiatives, leveraging historical outcomes to improve future budgeting, pricing strategies, and financial performance.

Qualifications:

- Minimum of 2-4 years of experience in financial analysis, consulting, client value, procurement/sourcing, pricing, revenue management, or a similar analytical role, preferably within a Fortune 500 company, Am Law 200 law firm, or other professional services organization.
- Bachelor's degree in Finance, Accounting, Economics, Business Administration, or a related field.
- Strong analytical and problem-solving abilities, with the capacity to identify trends, assess opportunities, and translate complex data into actionable business recommendations.
- Demonstrated ability to build strong working relationships and collaborate effectively across practices, offices, and departments while providing thoughtful, data-driven guidance.
- Excellent written and verbal communication skills, including the ability to present analyses, findings, and recommendations to stakeholders at various levels of the organization.
- Strong presentation and data visualization skills, with an eye for creating clear, intuitive, and impactful reports, dashboards, and presentations that enhance the end-user experience.
- Comfortable working with large datasets and transforming complex information into meaningful business insights and strategic recommendations.
- Advanced proficiency in Microsoft Excel required, experience with Power BI or similar data visualization tools preferred. Experience with law firm financial systems such as Aderant, Intellistat, or comparable platforms is a plus.
- Exceptional organizational and project management skills, with the ability to manage multiple priorities, balance competing deadlines, and deliver high-quality work in a fast-paced environment.

The salary range displayed is specifically for those potential hires who will work or reside in New York City or Washington D.C if selected for the role. Any offered salary is determined based on internal equity, internal salary ranges, market data/ranges, applicant’s skills and prior relevant experience, certain degrees, and certifications (e.g., JD/technology) for example. New York City and Washington DC Salary Range: Low: $100,000 High: $115,000.

Please be advised that all communications regarding open positions at our firm will exclusively originate from email addresses ending in @kelleydrye.com. We encourage you to exercise caution and verify the source of any communication claiming to represent our firm.

Kelley Drye & Warren LLP is an Equal Opportunity Employer (EOE).