

## People Analytics Data Scientist

### Description

The People Analytics team leverages our people data to improve the working conditions for our employees. Your goal is to find new information and explain it to stakeholders to change their actions. You'll be responsible for finding the right method (root cause analysis, hypothesis testing, machine learning, etc.) to quickly find the insights that will make a difference in the way we work.

You will be leveraging a wide variety of challenging data sources (brought together for you by a People Analytics Engineer team member). You'll create stories with dashboards, reports, presentations and the data science needed to help our HR Operations, Talent Acquisition, HRBP, and People Success teams. As the sole People Analytics Data Scientist you'll have ultimate responsibility for data mining, data analytics, and predictive models, though you'll partner with team members developing similar tools for other areas of our company. The People Analytics Team is just beginning; you'll be responsible for developing the people insights to help our future growth.

### Responsibilities

**As a People Analytics Data Scientist you will:**

- Developing predictive models and applying forecasting techniques to extract insights from employee datasets.
- Analyzing complex data to identify trends and event drivers across our over 3,500 person team.
- Communicating insights and recommendations to stakeholders in a concise manner, often leveraging clear data visualizations for non-technical audiences.
- Contributing to the development of our data collection processes (HRIS, employee surveys, etc.).
- Leveraging technologies in data science, data mining, and data analytics into new applications for Human Resources practices.
- Partner with other members of the team to help grow and upskill their analytics capabilities.
- Work with our Product Team to influence the roadmap of the Analytics product for our HR customers

### Qualifications

**What you'll need to be successful in this role:**

- A bachelor's degree in Computer Science, Data Engineering, Artificial Intelligence, or related analytics fields (Master's degree preferred).
- 5 years of experience in advanced analytics or data scientist roles (or similar time seeking Advanced degrees).
- Proficiency in statistical analysis and predictive modeling (machine learning techniques are a positive).
- Experience with programming and databases languages such as Python, R, and SQL.
- Experience with data visualization (especially for a non-technical audience).
- Preferably experience working with cloud-based platforms such as Snowflake and Looker.
- It is preferable that you have done analytical work on Human data, but not necessarily in a Human Resources context.

### Hiring organization

Candidate-1st

### Employment Type

Full-time

### Beginning of employment

asap

### Duration of employment

permanent

### Industry

IT

### Job Location

Remote work possible

### Working Hours

40

### Date posted

March 13, 2024

### Valid through

31.05.2024

- Comfortable working in a rapidly changing environment with ambiguous requirements; being nimble and taking intelligent risks.

## **Job Benefits**

### **Total Rewards**

Our workforce deserves fair and competitive pay that meets them where they are. With scalable benefits, rewards, and perks, our total rewards programs reflect our commitment to inclusivity and access for all.

### **Some things you'll enjoy**

- Provided computer equipment tailored to your role
- Stock grant opportunities dependent on your role, employment status and location
- Additional perks and benefits based on your employment status and country
- The flexibility of remote work, including WeWork access where available