**Business Recommendation Based on Findings:**

1. **Hire in the UK for Cost Efficiency**:
   * If your focus is on **managing costs** while still accessing top-tier talent, hiring in the **UK** offers clear advantages.
   * With **top universities** producing high-quality **Data Scientists** and average salaries being **half** of those in the US, this approach can significantly **reduce hiring expenses**.
2. **Consider a Mixed Strategy**:
   * Consider **hiring in both countries** but adjusting based on roles and levels:
     + **Junior to Mid-Level Roles**: Focus hiring in the **UK** for cost advantages.
     + **Senior or Specialized Roles**: Consider hiring in the **US** if the need is to tap into the experience or specialized skills that are in higher concentration in US tech hubs.
3. **Leverage Remote Work**:
   * Leverage **remote working opportunities** to expand the hiring pool and take advantage of cost benefits. This could also help you **tap into global talent** while mitigating high salary costs in specific locations.
4. **Other Costs**:
   * Besides **salary**, consider factors like **relocation**, **taxes**, and **benefits**. The **UK** may offer other indirect financial advantages when considering the **total cost of employment** compared to the US, where benefits are typically expensive.