





THE HR ANALYST PROFILE

		 METHODOLOGIST	 RESEARCHER	 DESIGNER	 TECHNICIAN
NOVICE	Functions	<ul style="list-style-type: none"> Assessment and refinement of stakeholder requests, defining objectives Calculation of basic HR metrics 	<ul style="list-style-type: none"> Benchmarking and comparing company metrics 	<ul style="list-style-type: none"> Preparation of presentations 	<ul style="list-style-type: none"> Report preparation Fulfilling ad-hoc requests
	Requirements	<ul style="list-style-type: none"> Analytical and critical thinking Knowledge of metric calculations 	<ul style="list-style-type: none"> Benchmarking skills: understanding of formation (median, percentiles, average, etc.) Ability to find information 	<ul style="list-style-type: none"> Presentation tools (PowerPoint, Keynote, graphic editors, etc.) Ability to choose appropriate visualization types for data Creative thinking 	<ul style="list-style-type: none"> Excel (advanced level, PowerQuery, PowerPivot) Proficiency with HRM systems
PROFESSIONAL	Functions	<ul style="list-style-type: none"> Formulating proposals and gathering business requirements for HR products Economic justification for HR projects Building an HR metrics tree and defining calculation methodologies Analyzing the efficiency of HR processes 	<ul style="list-style-type: none"> Participating in the organization and conduct of research Statistical hypothesis testing (regression, survival analysis, statistical criteria, etc.) Participating in the development/evaluation of questionnaires and other psychometric tools 	<ul style="list-style-type: none"> Creating HR dashboards Conducting product demos 	<ul style="list-style-type: none"> Automating reporting and delivery methods Producing data marts Technical implementation of models Setting up data quality monitoring
	Requirements	<ul style="list-style-type: none"> Knowledge of HR processes Understanding of economics and finance fundamentals 	<ul style="list-style-type: none"> Proficiency in research methodology Mathematical statistics Knowledge of psychology and fundamentals of psychometrics Research tools (R, Python, SAS, etc.) 	<ul style="list-style-type: none"> Expertise in data visualization and perception Skill in dashboard layout creation BI tools (Power BI, Tableau, Datalens, etc.) 	<ul style="list-style-type: none"> Skill in data modeling SQL (various dialects) Python Experience with versatile computing platforms (Airflow, etc.)
EXPERT	Functions	<ul style="list-style-type: none"> Defining HR metrics that impact the business Building workforce and cost models, identifying key drivers Training stakeholders and teams 	<ul style="list-style-type: none"> Constructing predictive models Determining causal relationships 	<ul style="list-style-type: none"> Preparing and conducting presentations on departmental results Implementing UX design in products 	<ul style="list-style-type: none"> Developing IT infrastructure Collecting external data Implementing LLM
	Requirements	<ul style="list-style-type: none"> Business acumen Experience in project management 	<ul style="list-style-type: none"> Knowledge of ML fundamentals DAG, causal analysis methodology Advanced statistics – SEM, Bayesian, etc. 	<ul style="list-style-type: none"> Storytelling skills Knowledge of UX 	<ul style="list-style-type: none"> Proficiency in using repositories Ability to deploy databases Skills in working with APIs Knowledge of LLM fundamentals