

Job Title: Assistant Manager - Data and Analytics**Location: Bangalore****BACKGROUND:**

Unilever is one of the world's leading suppliers of fast-moving consumer goods. Our products are sold in over 190 countries and used by 2 billion consumers every day.

We work to create a better future every day, with brands and services that help people feel good, look good and get more out of life.

We aim to create an environment in which all employees can fulfil their potential. Unilever is one of the world's most culturally diverse companies.

Unilever's UniOps team is a global team that manages Unilever's shared services and has the mission of to make Unilever work by improving the effectiveness of our employees, driving efficiency & generating sustainable growth

People with purpose thrive', is one of the big themes of Compass. Employee engagement and experience are focus areas for the company to enable that. The Employee Experience (HR Services, Workplace & Travel Services and Technology) and Operations Team under UniOps provides all the core EX services to all employees in all cluster

Data and Analytics is an integral part of Employee Experience Services that helps understand what motivates people and help them navigate in a hybrid work environment. We are currently looking at Data and Analytics manager who will define and deliver the strategy to use People Data to drive growth and help people thrive.

Main Purpose of the Job**The Role will focus on:**

- **HR Data strategy:**
- Bring focus on Data quality as a key area. Define priority focus areas for data quality
- Establish governance across data quality for different HR areas (Personal data, organization data, Talent data, etc)
- Work closely with HR teams to run initiatives to sustain data quality
- **Employee Experience Analytics:**
 - Gather, analyse, and model Employee Experience data to solve business problems and support decision making
 - Partner with adoption and insights team to deliver performance analytics dashboards.
 - Create best in class Visualization solutions leveraging dashboarding and storytelling skills
 - On Time In Full delivery of all BAU Data and projects in Ex dashboard

Key Responsibilities

- **Data Strategy:**
- Develop and operationalise data catalogue
- Work on priority focus area to determine data quality
- Apply data principles to each focus area and define measure approach
- Establish data metrics baseline and targets
- Develop one time remediation plan

Employee Experience Digital Heartbeat dashboards:

- Own the design and delivery of Digital Heartbeat dashboards
- Deliver reports and dashboards per demand timelines
- Manage Demand Funnel
- Review Business cases and solutioning
- Follow agile and devops methodology for delivery

Data Lake

- Support the ingestion activity to UDL, BDL and PDS
- Plan source to Data Lake pipelines by engaging with D&A teams, business, and engineers
- Implement quality checks for data ingestion from source
- Ability to handle big data and solutioning

PowerBI Reporting

- Deliver Analytics Products using PowerBI
- Deliver PowerBI reports by working with Ux team, Business Analyst, Business and Engineers

- Support the creation of BI datawarehouse

Key Requirements

- Strong Analytical, Reporting and data storytelling skills.
- Hands on experience in data analysis, developing performance indicators, dashboards, and reports
- Working knowledge of Analytics within platforms like Workday
- Experience in Cloud technologies for managing data – AWS, Azure Data Lake, Data warehouses and data bases
- Experience in sourcing data via APIs, FTPs and other methods
- Knowledge of Advanced analytics and data science
- High proficiency in reporting tools like PowerBI
- Strong Excel skills
- Good to have CSPO certification or any Product Manager certifications

Key Attributes

- The ability to work with a diverse, complex team of business, project and technical staff
- Business acumen and passion for data analytics
- Love for perfection and great user experience
- Ability to inspire confidence in delivery, with a strong service focus
- Flexibility to learn, refine and adjust to changing business outcomes
- Strong networking and influencing skills

Key Interfaces

- Data Squads
- Data & Analytics – Tech Team and operations teams
- Vendor partners
- Finance Business Partners for budgeting, planning and utilization
- Information & Analytics Team
- Employee Experience Design Team
- Employee Experience Leadership Team
- Una, Helpdesk product/service owners
- Technology services and Enterprise Architecture team