**Specialist - Global Analytics and Reporting – Human Capital**

The D. E. Shaw group is a global investment and technology development firm with more than $65 billion in investment capital as of March 1, 2025, and offices in North America, Europe, and Asia. Since our founding in 1988, our firm has earned an international reputation for successful investing based on innovation, careful risk management, and the quality and depth of our staff. We have a significant presence in the world's capital markets, investing in a wide range of companies and financial instruments in both developed and developing economies.

We are seeking an accomplished and analytical individual to join our innovative Human Capital Global Analytics and Reporting team in Hyderabad, India. The Human Capital Global Analytics and Reporting team works closely with global recruitment teams and other departments at the firm to analyze data for day-to-day business operations, along with generating insights pertaining to recruitment and headcount planning for executive members. The ideal candidate demonstrates a proven record of academic and professional achievement, a keen attention to detail, and a passion for driving data-driven insights. This high-visibility role offers significant opportunities to collaborate with stakeholders across the firm’s global offices and to contribute meaningfully to human capital strategies and executive decision-making.

**WHAT YOU WILL DO DAY-TO-DAY:**

In this role, you will collaborate with global recruitment and business teams to collect, analyze, and interpret data for daily operations, recruitment processes, and headcount planning. You will design, build, and maintain advanced dashboards with complex data models to drive business decisions and develop scalable, automated analytics solutions for both recurring and ad-hoc business needs. Additionally, you will be required to identify business trends and provide actionable recommendations to management, while ensuring consistent, high-quality, and timely delivery of analytics and reports. You will also be involved in managing relationships with diverse stakeholders, facilitating effective communication between global teams, contributing to project management by tracking deliverables and coordinating with cross-functional groups, and supporting broader team goals through adaptability, open communication, and a willingness to take on new challenges.

**WHO WE ARE LOOKING FOR:**

The ideal candidate should hold -

Basic qualifications:

* A bachelor's or master's degree, or prior work experience in a technical domain such as data analytics, Python programming, or GenAI (Generative AI)
* 1 to 2 years of hands-on experience in data analytics, including exploratory data analysis and insight generation
* Excellent proficiency in Python for data analysis and application development, including experience with object-oriented programming concepts (classes, objects, methods) and core data structures (lists, dictionaries)
* Proficiency in preparing interactive dashboards, high-quality reports and documentation with excellent attention to detail
* Advanced Excel skills with 1 to 2 years of hands-on experience in a professional setting
* Proficiency in SQL along with an understanding of data warehousing concepts, preferably with Microsoft SQL Server
* Exceptional problem-solving, communication, and stakeholder management skills, as well as the ability to work effectively within a team and adapt to new challenges

Preferred qualifications:

* Advanced Python skills, with experience in building robust data analysis and automation workflows
* Experience with interactive dashboard development using frameworks such as Panel (or similar libraries)
* Familiarity with GitHub for code collaboration and version control
* Experience with data visualization tools such as Power BI, Tableau, or Qlik
* Background in project management and/or experience of working with global teams

We encourage candidates with relevant experience looking to restart their careers after a break to apply for this position. Learn about [Recommence](https://recommence.deshawindia.com/), our gender-neutral return-to-work initiative.

The firm offers excellent benefits, a casual, collegial working environment, and an attractive compensation package. For further information about our recruitment process, including how applicant data will be processed, please visit <https://www.deshawindia.com/careers>.

Members of the D. E. Shaw group do not discriminate in employment matters on the basis of sex, race, colour, caste, creed, religion, pregnancy, national origin, age, military service eligibility, veteran status, sexual orientation, marital status, disability, or any other protected class.