**The Data Chiefs profile**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |

*Human Skills*

|  |  |
| --- | --- |
| **Personal Leadership** | |
|  | **Motivation:** Passionate about data, driven to work on various projects related to data. Wanting to create an added value and make organizations more data driven. By doing so, helping to build the Ormit Talent Data Chiefs program. |
|  | **Guts:** Dares to form own opinion, question things and to articulate this actively when engaged in discussions with others. |
|  | **Self-aware & aiming at learning:** Growth mindset, being open to feedback and input of others, eager to keep on learning and improving; Self-aware, focusing on using his/her talent and increasing impact with it. |

|  |  |
| --- | --- |
| **Connect people** | |
|  | **Enthusiast & inspiring:** Enthusiastic, looking for opportunities and improvements; Able to get people on board by involving people and actively share ideas. |
|  | **Interested and open:** Shows interest in others; seeks to understand others by asking open questionsand by being open & transparent in his/her communication. |
|  | **Communication:** Communicates effectively (right amount, content and form); Able to tailor the message to the recipient. By doing so, becoming the ideal connection between all stakeholders. |
|  | **Collaborative:** Shows a cooperative and helpful attitude.Puts the common goal at the center of his / her own actions, ensures timely information sharing and involves others. |

|  |  |
| --- | --- |
| **Know what matters** | |
|  | **Curious perseverance:** Strong curiosity and eagerness to learn and to understand (concerning data tools and techniques & in data content); Search mentality, not settling too quickly, persevere. |
|  | **Analytical:** A strong cognitive ability to approach complex (data) issues in a logical and structured manner; Knows how to grasps the essence, sees connections and possible causes and is able to convert the issue into practical solutions. |
|  | **Critical (solution focused) mindset:** Able to analyse information in a critical way; daring to question and to challenge. |
|  | **Business perspective:** Understands/sees the added value of data for the business/customer;  Able to translate a business problem into an adequate data solution useful for the business. |

|  |  |
| --- | --- |
| **Manage the process** | |
|  | **Thorough**: Accurate and thorough in working with data, quickly recognizes errors, digs deeper and double checks his/her work. |
|  | **Delivers results/PM:** Translates the goal into realistic steps & priorities,monitors progress and, if necessary, sets new priorities; Works efficiently and achieves concrete results on time through targeted actions and decisions. |
|  | **Flexibility:** Open and flexible towards the unexpected/unknown, exploring possibilities; Can deal well with uncertainty and ambiguity, helping to set up or improve data processes and ways of working. |
|  | **Stakeholder Management**: Not only focuses on the content of a project but knows who to involve and how. |

|  |  |
| --- | --- |
| **Think and act outside in** | |
|  | **Service oriented**: Service oriented; Works in co-creation with the business/client, understands its needs, puts the interests from business/clients and important other stakeholders centrally. |
|  | **Creative & Innovative drive:** Can think out of the box; Keeps up with trends and new developments in the world of data; uses the power of data analysis and other technological possibilities for workable solutions. |
|  | **End-to End/Bigger picture:** Able to see the big picture; increases insight by being aware of and taking into consideration the different perspectives/aspects and the consequences of own actions on the entire process. |

*Green = must haves*

*Black = to be developed by the end of traineeship*

*Technical Skills*

|  |  |
| --- | --- |
| **Analytics Project Management** | |
|  | Being capable of translating a business goal into realistic project steps and priorities. Understands how an analytics project works, and how stakeholders are involved in this |

|  |  |
| --- | --- |
| **Knowledge of Business & IT** | |
|  | Having a business sense, by creating a realistic business idea that creates a clear added value (more profit, less queuing, …) and is capable of defining relevant business/IT stakeholders |

|  |  |
| --- | --- |
| **Visualizing data** | |
|  | Capable of creating attractive and relevant visualizations that speak for a business audience |

|  |  |
| --- | --- |
| **Analyzing data** | |
|  | Data Analytics: having the capability to select the relevant data and correctly analyse these raw/scattered data sets. |

|  |  |
| --- | --- |
| **Data Science Models** | |
|  | Models: having an active knowledge of data science models and capable of applying the relevant one(s) in the case. |