






Data Scientist - Early Career (2025)





San Francisco, CA · 2 weeks ago · Over 100 applicants

 Hybrid · Full-time · Entry level

 2 connections work here · 3 company alumni work here · 26 school alumni work here

 Skills: Computer Science, Python (Programming Language), +8 more

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  Am I a good fit for this job?  How can I best position myself 

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About the job

Figma is growing our team of passionate people on a mission to make design accessible to all. [Born on the Web](#), Figma helps entire product teams [brainstorm](#), design and build better products — from start to finish. Whether it's consolidating tools, simplifying workflows, or collaborating across teams and time zones, Figma makes the design process faster, more efficient, and fun while keeping everyone on the same page. From great products to long-lasting companies, we believe that nothing great is made alone—come [make](#) with us!

The Data Science team at Figma partners directly with our product and engineering teams to uncover insights, influence decision making, and apply a data lens to business problems critical to Figma's growth. Our work is diverse and evolving. As a member of our team, you will have the opportunity to work on a wide range of technical challenges from data engineering, analytics, experimentation, and machine learning. We seek data scientists with strong coding and statistics fundamentals and who are excellent communicators among technical and non-technical audiences.

What you'll do at Figma:

- Collaborate with cross-functional teams including Product, Engineering, Research, Design, Sales, and Marketing to turn business questions into data problems
- Evaluate experiments to measure the impact of product changes
- Define and surface metrics to guide decision making
- Communicate and document data logging and requirements
- Build models to understand user behavior and predict growth
- Provide thoughtful feedback to others on the team

In your first few months, you'll:

- Work with an onboarding buddy to make your first edits to our data tables and dashboards
- Start to build deep context and expertise in Figma's data and product
- Deliver your first product analysis

We'd love to hear from you if you have:

- A strong baseline in statistics, Computer Science, Mathematics, Economics or other quantitative field

- Experience with R, Python, or similar scripting language
- Firm knowledge around statistical methods and models
- A self-starting approach along with strong communication and collaboration skills

At Figma, one of our values is Grow as you go. We believe in hiring smart, curious people who are excited to learn and develop their skills. If you're excited about this role but your past experience doesn't align perfectly with the points outlined in the job description, we encourage you to apply anyways. You may be just the right candidate for this or other roles.

Read More About Our Team

- [Inside Figma: my time as a new grad](#)
- [Inside Figma: a Q&A with our 2021 interns and new grads](#)
- [Investing in Figma: The Decade of Design](#)
- [How work is changing at Figma](#)
- [Figma's next product is a multiplayer whiteboard called FigJam](#)
- [Software Design Startup Figma Is Now Worth \\$10 Billion](#)

Pay Transparency Disclosure

If based in Figma's San Francisco or New York hub offices, this role has the annual base salary range stated below.

Job level and actual compensation will be decided based on factors including, but not limited to, individual qualifications objectively assessed during the interview process (including skills and prior relevant experience, potential impact, and scope of role), market demands, and specific work location. The listed range is a guideline, and the range for this role may be modified. For roles that are available to be filled remotely, the pay range is localized according to employee work location by a factor of between 80% and 100% of range. Please discuss your specific work location with your recruiter for more information.

Figma offers equity to employees, as well a competitive package of additional benefits, including health, dental & vision, retirement with company contribution, parental leave & reproductive or family planning support, mental health & wellness benefits, generous PTO, company recharge days, a learning & development stipend, a work from home stipend, and cell phone reimbursement. Figma also offers sales incentive pay for most sales roles. Figma's compensation and benefits are subject to change and may be modified in the future. You may view our [Pay Transparency Policy](#) by clicking on the corresponding link.

Annual Base Salary Range (SF/NY Hub):

\$140,000—\$140,000 USD

At Figma we celebrate and support our differences. We know employing a team rich in diverse thoughts, experiences, and opinions allows our employees, our product and our community to flourish. Figma is an [equal opportunity workplace](#) - we are dedicated to equal employment opportunities regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity/expression, veteran status, or any other characteristic protected by law. We also consider qualified applicants regardless of criminal histories, consistent with legal requirements.

We will work to ensure individuals with disabilities are provided reasonable accommodation to apply for a role, participate in the interview process, perform essential job functions, and receive other benefits and privileges of employment. If you require accommodation, please reach out to accommodations-ext@figma.com. These modifications enable an individual with a disability to have an equal opportunity not only to get a job, but successfully perform their job tasks to the same extent as people without disabilities.

Examples of accommodations include but are not limited to:

- Holding interviews in an accessible location
- Enabling closed captioning on video conferencing
- Ensuring all written communication be compatible with screen readers
- Changing the mode or format of interviews

By applying for this job, the candidate acknowledges and agrees that any personal data contained in their application or supporting materials will be

processed in accordance with the applicable candidate section of [Figma's Privacy Policy](#).

[See less](#) ^

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Data Scientist, San Francisco, CA

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Qualifications



3 skills match your profile. Stand out by adding other skills you have.

Skills associated with the job post

Identified by LinkedIn

✓ 3 skills on your profile

Computer Science, Data Science, and Python (Programming Language)

⚠ 7 skills missing on your profile

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About the company



Figma

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