Business Data Analysts

* Bangalore
* Intern
* Department: People & Culture (HR)

**Company Description**

For over 10 years, Zscaler has been disrupting and transforming the security industry. Our 100% purpose-built cloud platform delivers the entire gateway security stack as a service through 150 global data centres to securely connect users to their applications, regardless of device, location, or network in over 185 countries protecting over 3,900 companies and have detected 100 million threats/day.

We work in a fast-paced, dynamic and make it happen culture. Our people are some of the brightest and passionate in the industry that thrives on being the first to solve problems.  We are always looking to hire highly passionate, collaborative, and humble people that want to make a difference.

**Job Description**

People Reporting Data Analysts drive the transformation of the People and Culture (P&C) organization into a data-driven and insight-led culture. They will enable business leaders and the People Team to make high-quality decisions about the workforce, incorporating internal metrics and external market factors, with the goal of enabling Zscaler’ s exponential growth.

The data analysts will work with P&C leaders, as well as Finance, IT, and business leaders, to develop the people, processes, and technology that accommodates requests for insights and data. These requests can be ad hoc, recurring, or self-initiated research projects that altogether enable us to invent and execute programs to ensure Zscaler can do their best work. The most high-performing data analysts are ones who can not only develop reporting quickly but are able to generate and present insights and intelligence.

Responsibilities

* Develop and deliver a regular cadence of operating metrics related to all people related activities from hiring to progression and retention.
* Establish a people analytics centre of excellence to support the People Team (those who focus on attracting, developing, and retaining talent).
* Design and deliver solutions that enable self-service people analytics for managers and employees.
* Proactively provide insights into the people operations of the company, including key historical trends and predictive modelling.
* Analyse and collect data for various types of business reports.
* Communicate the results of data analysis in written and verbal form to managers in a way that informs action.
* Develop the change management and engagement activities that influence, educate, and persuade key stakeholders on the need for standard metric definitions and the incorporation of a broad set of data.
* Identify and foster people analytics champions and partners throughout the People Team and broader organization.

**Qualifications**

* Interested to work HR related reporting such as talent management, attrition, and workforce planning
* Analytical skills that allow for the development of data-driven reports
* Demonstrated ability to manage time and prioritize projects to meet deadlines
* Ability to use Tableau, SQL, Microsoft Excel/G-Suite, Python to create pivot tables, graphs, and charts
* Strong written and verbal communication skills to effectively relate data to co-workers
* General knowledge of business operations, objectives, strategies, process, and information flow
* Proficiency in SQL and ability to perform complex modelling with large volumes of data
* Knowledge with any industry standard BI/Data Visualization tools like Tableau, QlikView, CRM Analytics or similar BI tool
* Bachelor’s degree in a quantitative major (Statistics, Mathematics, Engineering, or related field)

### Additional information

**Additional Information**

* People who excel at Zscaler are smart, motivated and share our values. Ask yourself: Do you want to team with the best talent in the industry? Do you want to work on disruptive technology? Do you thrive in a fluid work environment? Do you appreciate a company culture that enables individual and group success and celebrates achievement? If you said yes, we’d love to talk to you about joining our award-winning team.   
    
  Additional information about Zscaler (NASDAQ: ZS) is available at [https://www.zscaler.com](https://www.zscaler.com/).
* Zscaler is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.