Company: PayCare ltd.

Job description:

Job Title: Data Scientist
 Job Level: Mid-Level
 Department: Data Science & Analytics
 Position Type: Full-time
 Job Location: Hybrid
 Reports To: Head of Data Science
 Supervisory Responsibilities: None

Job-Summary:
As a Data Scientist at PayCare Limited, you will be responsible for analyzing complex datasets, creating predictive models, and providing actionable insights to help guide strategic business decisions. You will work with large-scale financial data and utilize machine learning, statistical analysis, and data visualization techniques to uncover trends and solve business challenges. This role requires strong analytical skills, expertise in data science tools, and the ability to communicate insights clearly to both technical and non-technical stakeholders.

Job-Focus:
The Data Scientist will focus on building predictive models, analyzing key business data, and driving data-driven decision-making across the organization. You will collaborate with cross-functional teams to identify business problems, gather data, and apply statistical methods and machine learning techniques to create solutions that drive PayCare's growth and innovation.

Job Duties and Responsibilities:

- Analyze large, complex datasets to identify trends, patterns, and insights that will drive business decisions.
- Build and deploy predictive models using machine learning algorithms to solve business problems such as customer segmentation, risk analysis, and fraud detection.
- Design and implement data pipelines to collect, clean, and organize data for analysis.
- Collaborate with product, marketing, and finance teams to understand business needs and provide data-driven solutions.
- Create data visualizations and reports to present findings to non-technical stakeholders in a clear and actionable manner.

- Continuously improve models by iterating and experimenting with different techniques and parameters.
- Ensure the accuracy and quality of data through thorough data validation and testing.
- Monitor and optimize the performance of models in production, ensuring they meet business objectives.
- Stay current with advancements in data science, machine learning, and AI technologies and apply new techniques as needed.

Expected Outcomes:

- Deliver at least 3 major predictive models that significantly impact key business metrics (e.g., customer retention, sales forecasting, fraud detection) within the first year.
- Achieve a 95% accuracy rate in predictive models within 6 months of deployment.
- Provide data-driven insights to support at least 5 major business decisions or initiatives annually.
- Automate at least 50% of data collection, cleaning, and processing tasks in the first year.
- Maintain an ongoing average of 80% or higher model performance in live production environments.

Required Knowledge:

- Strong knowledge of machine learning algorithms and statistical techniques.
- Proficiency in programming languages such as Python, R, or SQL.
- Expertise in data analysis and manipulation using tools like Pandas, NumPy, and Scikit-Learn.
- Experience with data visualization tools such as Tableau, Power BI, or Matplotlib.
- Understanding of data mining, data cleaning, and preprocessing techniques.
- Knowledge of cloud-based data solutions and big data technologies (e.g., AWS, Azure, Hadoop, Spark) is a plus.
- Familiarity with deep learning techniques and frameworks (e.g., TensorFlow, Keras, PyTorch) is a plus.

Education:

- Bachelor's or Master's Degree in Data Science, Computer Science, Statistics, Mathematics, or a related field.
- Certifications (Optional): Data Science certifications, such as from Coursera, edX, or similar platforms.

Required Competencies (Skills and Abilities):

Technical Skills:

- Expertise in data processing, modelling, and algorithm development.
- Proficiency in statistical analysis and hypothesis testing.
- Strong programming skills in Python, R, and SQL, and experience with relevant libraries and frameworks.

Technologies/Software:

- Experience with cloud data platforms (AWS, Google Cloud, Microsoft Azure).
- Familiarity with machine learning frameworks and libraries (e.g., TensorFlow, PyTorch, Scikit-Learn).
- Proficiency in using data visualization tools (Tableau, Power BI, Matplotlib, etc.).

Behavioural Competencies:

- Strong analytical thinking and problem-solving skills to drive insights from data.
- Excellent communication skills to effectively present complex data insights to non-technical audiences.
- Ability to collaborate and work cross-functionally with teams across marketing, product, and engineering.
- Detail-oriented with a focus on ensuring data integrity and accuracy.
- Proactive in staying up-to-date with the latest trends in data science and AI.
- A results-driven mindset with a focus on achieving business outcomes through data-driven solutions.

What is Your Salary Expectation?
 Please state your salary expectations in figures:
_____ Per Annum
_____ Per Month

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Thank you for your interest in PayCare, and good luck!