

Data Strategy

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Sun 3/28/2021 10:20 AM

To: Jason Bellone <bellone@un.org>

 1 attachments (11 MB)

Data-Strategy-R-package-v28March2021.zip;

Dear Jason,

As promised, this is the latest package on Data Strategy. To keep in line with the specifications document, you will find 3 reports, corresponding to the following:

DB1 – Encumbered posts

DB3 – Recruitments – Specialist positions

DB4 – Recruitments – Non specialist positions

I tried as much as possible to answer the questions asked, and had time to expand on two “exciting” areas:

- DB1 - AVERAGE AGE OF STAFF AND NUMBER OF MONTHS SITTING IN POSITION, which based on what we discussed, shows anticipated attrition from retirements as well as rate of change on data-focused job titles.

- DB4. Where I spent most time. I think this is getting interesting, I spend a lot of time deriving the Term “data” to try to get exactly what is being asked of candidates in the JO (non-specialists recruitments). You will see that I derived many views from it (Overall, by location in JO (experience, education, competencies), and finally by Job Family). I think it starts to show the intend of the Hiring managers.

I would present this as a benchmark report: This is where we start, and in subsequent reports we will add views to measure progress.

I also added an "Important data considerations" up front. This is not 100% yet. Also, the text analysis required a lot of manual intervention (for example, I had to exclude a "DATA COLLECTION" term which is found in many competencies and skewed the results in DB4).

Ok, I stop here. I wish we had was more time, but at least I hope you have enough material to impress the power that be 😊. I'll leave slack open today in case you have questions/get stuck.

Sincerely,

Didier Bruneel

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