Deputy Chief for Assessment and Data Science (DEI)
Interview Project

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The intention of this interview project is to display your analytical skills and problem-solving abilities by tackling a real-world data analysis task, demonstrating your proficiency in data cleaning, analysis, and visualization, and communicating your findings effectively.

Task

Imagine your team is finalizing a DEI strategic plan for the County. You are tasked with creating a section describing Montgomery County, county demographics, and county government employee demographics. You are charged with analyzing the data and providing a summary that identifies and highlights trends, gaps, and opportunities.

Create a two-to-three-page narrative that tells a story about Montgomery County, county demographics, and Montgomery County government employee demographics highlighting trends, gaps, and opportunities based on your analysis.

Include the following:

- **Data Analysis and Interpretation**
  Perform an analysis to gain insights into the data, identify patterns, and formulate hypotheses.
- **Data Visualization**
  - Create charts and graphs to effectively communicate your findings.
  - Be prepared to discuss any data visualization tools (like Tableau, Power BI, or Python libraries-Matplotlib and Seaborn.) that were used.
- **Communication and Presentation**
  - **Clear and Concise:** Present your findings in a clear, concise, and easy-to-understand manner. Although a narrative is requested, bullet points can be used where appropriate. Site your sources.
  - **Data Storytelling:** Use data visualization and storytelling techniques to effectively communicate your insights.
  - **Actionable Recommendations:** Provide actionable recommendations based on your analysis.

Montgomery County Employee Data*

No personally identifiable (PII) data is being shared. Only data available via *Right to Know* laws is included on the Excel spreadsheet.