

# Data Analytics Transition Analysis

Sample: 100 Public Profiles (92 Valid Transitions)

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## Objective

Identify dominant role transitions in Data Analytics and assess whether career mobility is internally driven or externally market-based.

## Key Findings

- **Mobility is external (~98%)**

97.8% of transitions occur across companies rather than within them.

- **Lateral movement dominates**

The most common move is Data Analyst → Data Analyst, indicating horizontal market-driven mobility.

- **Promotion exists but is secondary**

Upward movement (e.g., to Senior) occurs, but less frequently than lateral switching.

- **Data Analyst is the central hub**

The role acts as the structural anchor, absorbing inflows from adjacent analytical positions.

- **Market is fragmented**

No single firm dominates hiring; talent distribution is dispersed.

## Structural Takeaway

The Data Analytics labor market is externally fluid and structurally reversible, with mobility driven more by inter-firm switching than internal promotion pathways.

Implication: Retention likely depends more on compensation, scope, and opportunity than promotion ladder velocity.

## Methodology (Brief)

- 100 profiles manually sampled from LinkedIn (U.S., Data Analytics focus)
- Titles standardized via rule-based cleaning
- Experience level inferred from title keywords
- Transition matrix modeled using cross-tabulation
- Visualizations: Heatmap + Sankey flow diagram