Job description: Senior HR Data Analyst

About This Role

Wells Fargo is seeking a Senior HR Data Analyst (Senior Analytics Consultant) to establish a world-class team empowering leaders with the data and insights needed to achieve top company objectives.

This is an exciting opportunity to join the Wells Fargo HR Data Transformation team! We are responsible for the analysis, design and monitoring of new integrations for our HR data warehouse, building the foundations of a world class people analytics data environment. You will join a growing team and be responsible for design and validation of new HR data solutions. This role will empower products and analytics with the data to drive broader HR transformation initiatives.

Learn more about the career areas and business divisions at wellsfargojobs.com .

In This Role, You Will

- Consult, review and research moderately complex business, operational, and technical challenges that require an in-depth evaluation of variable data factors
- Perform complex data analysis to support and drive strategic initiatives and business needs
- Develop a deep understanding of technical systems and business processes to extract data driven insights while identifying opportunities for engineering enhancements
- Lead or participate on large cross group projects
- Mentor less experienced staff
- Collaborate and consult with peers, colleagues, external contractors, and mid-level managers to resolve issues and achieve goals
- Leverage a solid understanding of compliance and risk management requirements for supported area

Required Qualifications:

- 4+ years of Analytics experience, or equivalent demonstrated through one or a combination of the following: work experience, training, military experience, education

Desired Qualifications:

- 3+ years of experience developing SQL and/or Python
- 2+ years of experience implementing and/or validating database solutions
- 2+ years of experience applying math, problem-solving, and data analytics in a professional environment
- 2+ years of experience working with HR data or business problems
- 1+ years of experience working on data products (requirements gathering, data analysis, UAT, etc.)
- 1+ years of experience in an agile delivery model
- Demonstrated examples of presenting data backed recommendations to management
- Participation in an industry group or organization that aligns with Wells Fargo's support of Diversity, Equity & Inclusion

Job Expectations:

- Position locations: Charlotte, NC; Minneapolis, MN; Phoenix, AZ; Chandler, AZ
- This position offers a hybrid work schedule
- Relocation assistance is not available for this position
- Ability to travel up to 5% of the time