**Data Science – hiring tips**

Data science is an emerging topic, considered as the “sexiest job of the 21st century” by the Harvard Business Review. As a young field, qualifications are not clear now for the companies looking to hire / start a data science team if they lack analytic expertise. This quick note aims to give an overview of that.

We can split the overall skills of Data Scientist 3 main area, listed below:

* Machine Learning, that includes mathematics, statistics and algorithms knowledge
* Coding and software engineering
* Industry knowledge, specific for each available position

Maths / Machine Learning

Industry Expertise

Coding / Software Engineering

Majority of candidates will have strong skills in 2 of the 3 areas, with the specific profiles:

* Software / Maths: profile typically found in technologies companies, they started their career with a Bachelor or a Master in Computer Science
* Maths / Domain: they are traditionally researchers coming from the industry, most likely holding a Master or a PhD
* Domain / Software: this is less common, but candidates were often involved in data pipelines processes in the companies they worked for. They tend to have a technical background coupled with a business qualification, type MBA

This segmentation gives insight on how a company can effectively set up a data science team by pairing smartly candidates with complementary profiles, without the need of a large budget.

Each profile needs to be tested through customized questions regarding its strength, and the ability to work with the other profiles within a team. And the rest of the interview can be tailored to fit the specific needs of the company.