

Economist Hometask

Congratulations on reaching this stage of the recruitment process! As discussed during our Introductory call, we are thrilled to present you with the Deel Analytical Challenge. This task is designed to assess your analytical skills and narrative-building capabilities.

Timeframes:

Upon receiving the email containing the challenge details, you will have 48 hours to analyze the given problem thoroughly and present your results. In exceptional cases, alternative timeframes can be arranged, please raise those with the recruiter.

Requirements:

Feel free to use any analytical tools you are comfortable with. Please share with us the details of your work and code. Your methodology, assumptions, and data processing steps are crucial aspects we will be looking for at your submission.

Presentation Format:

As an economist, we expect you to present your findings in an interesting, thought-provoking and visually appealing manner. Feel free to be creative, this task is meant to give you the chance to showcase your skills and your taste when it comes to data storytelling.

Section 1

a) Business Thinking & Stakeholder Management

For Part A of the question, we are evaluating your ability to understand, define and assess the request. You do not need to use the data in the CSV provided.

You are working with Deel's Comms and PR team. The Head of Comms asks you which countries and job roles that grew the most in the past 12 months.

Your task:

- Write **2 clarifying questions** you would ask the heads of comms to better define the problem.
- Identify **2 key metrics** that would help assess this problem and explain them briefly.

b) Analytics Skills

You should use the csv provided to answer the below questions and please state any assumptions you have made. The csv contains a randomized sample of workers on the deel platform . Feel free to use any analytical tools you are comfortable with.

Your task:

- Identify the top 3 countries with the highest number of workers in the most recent month available
- Which roles are most popular? Clearly think about how you would define popularity.
- Show us the average annual salary increase for people in a job, in the country with the most active workers. Think about using rolling annualized calculations.

c) Presentation and Storytelling

At deel, we publish the yearly [Global Hiring Report](#), with the goal of providing entrepreneurs and HR teams that are managing a global workforce with insights that can help them inform their strategy.

Your task:

1. Read our latest Global Hiring Report, and provide your feedback on the content. How would you change it? Which insights are strong, and which ones do you think could be improved, or should be narrated differently.
2. Using the data from the CSV in assignment (b), optionally connected to third-party data sources, builds an insight that could be added to our Global Hiring Report. Present it in an easy-to-understand and visually appealing manner. 4