

## Job Posting: 176141 - Position: S26 2026 Summer - HR, Data Scientist Intern (4 Months) 176141

<b>Co-op Work Term Posted:</b>	2026 - Summer
<b>App Deadline</b>	01/07/2026 11:59 PM
<b>Application Method:</b>	Through Employer Website
<b>Posting Goes Live:</b>	12/17/2025 09:07 AM
<b>Job Posting Status:</b>	Approved

### ORGANIZATION INFORMATION

<b>Organization</b>	RBC (Royal Bank of Canada)
<b>Country</b>	Canada

### JOB POSTING INFORMATION

<b>Placement Term</b>	2026 - Summer
<b>&lt;b&gt; Job Title &lt;b&gt;</b>	S26 2026 Summer - HR, Data Scientist Intern (4 Months) 176141
<b>Position Type</b>	Co-op Position
<b>Job Location</b>	Toronto, ON
<b>Country</b>	Canada
<b>Duration</b>	4 months
<b>Work Mode</b>	To be confirmed
<b>Salary Currency</b>	CAD
<b>Salary</b>	Salary Not Available, 0 Major List
<b>Job Description</b>	

#### Job Description

RBC, one of Canada's largest and most respected employers, is seeking a Data Scientist, Advanced People Analytics to join our innovative HR Data Science and AI Solutions team. We're pushing the boundaries of people analytics through cutting-edge AI/ML prototyping, traditional machine learning, and deep analytical exploration.

You're a technically versatile data professional who thrives at the intersection of experimentation and production. You're equally comfortable prototyping with Large Language Models (LLMs) and Model Context Protocol (MCP) as you are building XGBoost models or conducting deep-dive exploratory analyses. You can translate ambiguous business challenges into concrete technical solutions and communicate insights effectively through storytelling to HR stakeholders.

#### **What will you do?**

- Prototype and experiment with emerging AI technologies including LLMs, generative AI, and MCP integrations to solve HR challenges
- Conduct deep-dive exploratory analyses to uncover hidden patterns in workforce data and generate actionable insights
- Support Data Scientists and ML Engineers in different phases of the AI/ML lifecycle including prototyping with AI and/or building traditional ML models (XGBoost, regression)
- Facilitate the automation of business intelligence reports and dashboards, by creating and leveraging reporting and scheduling capabilities
- Collaborate with team members to understand business problems, translate them into analytical approaches, and communicate findings through data storytelling

#### **Job Requirements**

### What do you need to succeed?

#### Must have:

- Strong proficiency in Python for data analysis, ML, and automation (pandas, scikit-learn, matplotlib/seaborn)
- Solid SQL skills for querying and transforming data across relational databases (Teradata, SQL Server, MySQL or similar)
- Hands-on experience with machine learning models (regression, tree-based methods, classification) and statistical analysis
- Experience working with large, complex datasets from multiple sources
- Strong problem-solving skills and ability to translate business questions into analytical approaches
- Excellent communication skills to explain technical concepts to non-technical stakeholders
- Familiarity with data visualization tools (Tableau, Power BI) or libraries (Plotly, Seaborn)
- Self-directed learner with curiosity about emerging AI/ML technologies

#### Nice-to-have:

- Experience with LLMs, prompt engineering, or generative AI applications
- Knowledge of MLOps practices and model deployment
- Experience with cloud platforms (AWS, Azure, GCP) and modern data stacks (Snowflake, Databricks)
- Understanding of API integration and Model Context Protocol (MCP)
- Background in Computer Science, Statistics, Information Systems, Physics or related quantitative field
- Experience with version control (Git) and collaborative development workflows
- Knowledge of NLP techniques for text analytics

**Citizenship Requirement** N/A

## APPLICATION INFORMATION

**Application Procedure** Through Employer Website

### Special Application Instructions

**Please click the "I intend to apply to this position" button on SCOPE and also submit your application via the employer's website.**

Application Link: <https://jobs.rbc.com/ca/en/job/R-0000150725/2026-Summer-HR-Data-Scientist-Intern-4-Months>

Applications are accepted on a rolling basis and the posting may be expired at any time by the employer as submissions are received.

Students should submit their applications as soon as they are ready.