



# Data Scientist, Manager

Location
Remote - North America
Type
Full time
Department
Data
Deadline to Apply
August 31, 2024 at 12:00 AM EDT

## OverviewApplication

Hi, we're **The Browser Company** 🙌 and we're building a better way to use the internet.

Browsers are unique in that they are one of the only pieces of software that you share with your parents as well as your kids. Which makes sense, they're our doorway to the most important things — through them we socialize with loved ones, work on our passion projects, and explore our curiosities. But on their own, they don't actually do a whole lot, they're kind of just there. They don't help us organize our messy lives or make it easier to compose our ideas. We believe that the browser could do so much more — it can empower and support the amazing things we do on the internet. That's why we're building one: a browser that can help us grow, create, and stay curious.

To accomplish this lofty task, we're building a diverse team of people from different backgrounds and experiences. This isn't optional, it's crucial to our mission, as we need a wide range of perspectives to challenge our assumptions and shape our browser through a bold, creative lens. With that in mind, we especially encourage women, people of color, and others from historically marginalized groups to apply.

## About the Role

As a **Data Science Manager** at The Browser Company, you'll manage our small but mighty team of Data Scientists and Data Engineers. As a people manager, you understand the growth pathways for individuals on your team and can scope and delegate projects that will contribute to their continued happiness and success. As a functional leader, you'll take our company's priorities and utilize them to shape the data team's roadmap and approach.

The Data Team partners closely with product engineers and designers, empowering them with the information and tools they need to focus on our highest-impact work. From logging code and abstractions to product analytics and growth forecasting, our team is multi-disciplinary and always iterating.

## **Our Management Philosophy**

People Managers at The Browser Company are hands-on technical leaders who build high performing and psychologically-safe teams with a diverse group of members. We value leaders who can set long-term vision and goals as well as jump into hands-on work—all of our leaders onboard as an IC and progressively take on more management responsibilities as they ramp up. After ramp up, this role will continue to include strategic IC work and unblocking the team as needed.

## **Overall you will...**

- After initial onboarding, manage a team of 3-4 Data Scientists and Data Engineers, ensuring their growth and development as well as overall team health
- Work with the team to develop standards for how data is used and socialized across the company
- Work with other function leads to ensure data team members are staffed appropriately across product teams
- Jump into IC data science work as needed, such as defining core company metrics
- Contribute to the long-term development of the data team by running and improving hiring and onboarding processes

## **Within 1 month you will...**

- Go through onboarding as an IC, getting to know our data stack and product development process with an onboarding buddy
- Help maintain our data infrastructure and tools
- Attend a number of onboarding presentation on how we give each other feedback, the phases a startup goes through, our technical strategy, and more
- Be involved in data team discussions about our use of data across the company and how to uphold our standards
- Meet people across the company to learn about their needs and how they use data today

### **Within 3 months you will...**

- Have Data Scientists and Data Engineers on the team reporting to you. You'll give them direct and actionable feedback on their work and support them in their career development
- Contribute meaningfully as an IC to high-priority data work
- Identify the highest-leverage areas for improvement in the data team's impact and begin proposing changes
- Be familiar with our product development processes so that you can collaborate cross-functionally to ensure the data team is contributing in meaningful ways
- Be a daily tester of new Arc features and contribute feedback and suggestions in our #dogfooding channels

### **Within 6 months you will...**

- Provide technical and career mentorship to the individuals on your team, helping them execute effectively and grow their technical skills and career
- Develop company-wide guidelines and documentation for how to use data
- Develop an opinion on how the data team should contribute to the company's overall success and do so effectively: what processes and tools do we need? What are the gaps in skillsets across the team that we should hire for?
- Be trained and interviewing new teammates for roles at the Browser Company, whether on the data team or cross-functionally

### **Qualifications**

- 5+ years of experience contributing to high-craft consumer-software products as a data team member
- 2+ years of experience managing senior data team members, preferably individuals from a multi-disciplinary background (e.g. Data Scientist, Product Analyst, Data Engineer)
- You've partnered closely with product teams, seen different models for cross-functional partnership, and have a point of view on the most effective way to integrate the data function with product development
- You're pragmatic and can apply advanced statistical methods when rigorous in-depth analyses are called for and recognize when simple or scrappy data is sufficient to point us in the right direction
- You are user-focused: you're curious about user behavior, eager for qualitative and quantitative feedback, and prioritize creating meaningful experiences for our members. Preference for experience working with consumer software data!

- You're excited to work in a fast-paced startup environment - you embrace testing and learning quickly to refine the product and internal processes alike

## Compensation and Benefits

💰 With our flexible compensation model, employees have the ability to choose the cash-to-equity ratio that best suits their individual needs. Every offer we extend includes three options: a salary-optimized offer, an equity-optimized offer, and a balanced offer.

The annual salary range for this role is **\$215,000-\$300,000 USD**. The actual salary range offered will vary based on experience level and interview performance.

👤 In addition to a competitive salary and equity package, we provide every employee with the following benefits:

- comprehensive benefits package with employee medical, dental, and vision. We cover 100% of premiums for employees, 90% for dependents
- 401k plan
- flexible vacation policy - on average, our team members take between 15-20 vacation days a year, plus federal holidays (holidays vary by location)
- remote-friendly working environment - our core working hours are 11 AM-2 PM Eastern Time
- 12 weeks of paid parental leave
- \$1,500 USD home office stipend
- Employees based in the US also receive additional services like free annual memberships to One Medical (where available), Talkspace, Teladoc, and HealthAdvocate

The Browser Company is a well-funded, ambitious startup of about 85 people (and growing!) who are passionate about building great products. We are a remote-first, distributed team, with the option to work in office in New York. We strongly support diversity and encourage people from all backgrounds to apply.

🚗 To read more about what we value as a company, check out [Notes on Roadtrips](#) on our blog.

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