

Product Data Scientist

Apply

San Francisco, CA | New York, NY

Why join Pave?

At Pave, our vision is simple--unlock a labor market built on trust.

How are we going to get there? By building a compensation platform powered by the largest real-time compensation dataset on earth, giving you confidence in every compensation decision.

We partner with our customers to help them build and retain world-class teams through planning, communicating and benchmarking their team's compensation in real time. And you don't have to just hear it from us — you can hear it from our customers: [Allbirds](#), [Hover](#), [Credit Karma](#), Grammarly, and more.

We're growing fast, building an incredible team and product, and having plenty of fun as we do it in our San Francisco and New York City offices.

If playing to win, building with intellectual honesty and focusing on in the Pave platinum standard sounds like fun - we highly encourage you to reach out. We'd love to partner on our journey to change the world of compensation!

Data Science @ Pave

Data is truly at the heart of what we do here at Pave.

So, it's no surprise that Pave Data Scientists are integral collaborators and strategic owners with company-wide impact, enabling us to build a stellar product experience.

Our Product Data Scientists partner closely with product managers, executives, and even customers to bring new features to market using Pave's one-of-a-kind real-time compensation dataset.

They're not only responsible for measuring product success, but also helping build the product itself and ultimately providing customers with insights that influence billions in compensation spend.

What we're looking for

- **Product Mindset:** You've been a core contributor in bringing a data product to market. You've designed and implemented product metrics, and deeply integrated them into the product development lifecycle.

- **Communication and Data Story-telling:** Your analyses regularly result in new initiatives, product features, and metrics movement.
- **Focus on Impact:** You prioritize work that will make our product measurably better and our business measurably stronger.
- 4+ years of experience in a Data Science role, ideally in a product-facing capacity.
- Expert data manipulation skills with a proficiency in SQL.
- Proficiency in statistical modeling with Python.

Nice to have (but not required)

- Experience with data transformations using dbt
- Experience building customer-facing data products

What you'll get out of it

- **Impact:** Your work will impact billions in compensation spend by influencing decisions made in offices and boardrooms worldwide.
- **Ownership:** You'll own major strategic initiatives from end-to-end with the support of your incredible teammates and collaborators.
- **Visibility:** Play a key role in establishing the company as an authority in comp tech through high-profile marketing content and data-driven insights.

A final note — we highly encourage you to apply for this role, even if you don't feel entirely qualified, or entirely sure. You never know!

Compensation, It's What We Do.

This salary range may include multiple levels. Your level is based on our assessment of your interview performance and experience, which you can always ask the hiring manager about to understand in more detail. Salary is just one component of Pave's total compensation package for employees. Your total rewards package at Pave will include equity, top-notch medical, dental and vision coverage, commuter benefits, catered lunch, an unlimited PTO policy, and many other region-specific benefits.

Pave's salary range for this position

\$204,000 - \$276,000 USD

Our Compensation Philosophy

Pave's compensation philosophy is to target the 75th percentile of the market for both cash and equity at your job level. This means that the "mid point" of every band at Pave is the 75th percentile of the broader market.

Pave also has a merit-based philosophy when it comes to compensation increases. We run a performance cycle twice per year to evaluate employees' performance. Higher than average performance ratings result in compensation increases to the upper end of the individual's compensation range for their role. The result is that high performers at Pave are paid above the 75th percentile of the market at large.




Pave is committed to pay equity. If you get an offer from Pave, it will be based on your level as determined by your interview performance. And nothing else. We explicitly do not negotiate salary and equity to ensure that we aren't introducing bias that could lead to pay inequities within the team between candidates who have different negotiation tactics.

FAQ's:

How big is Pave today?

We were founded in late 2019, and have grown to 150 employees across San Francisco, New York and the UK.

Where are the Pave offices?

Our company HQ is in San Francisco's FiDi with a high energy in-person culture. We also have an office in NYC and a hub in England.   

What do employee benefits at Pave look like?

As an employee at Pave, you will have your choice of medical, dental and vision insurance, as well as access to mental health services and other perks to promote your wellbeing. To enhance your personal and professional growth, you will have a monthly L&D stipend. We take our snacking seriously - employees receive a lunch and dinner stipend as well as many fun snacks throughout the day.

Who are some of Pave's customers?

Pave is working with 7,500+ companies today, including some of the best technology logos out there like Credit Karma, RO, Faire, Dropbox, Airtable, Sweetgreen, Checkr, Hubspot, Snackpass, Attentive and more!

What can I expect in interviewing at Pave?

At Pave, we value intellectual honesty and transparency, and we bring this to our interview process. Throughout your time interviewing with us, we will be evaluating where you can best make an impact through multiple conversations with your recruiter, hiring manager, peers and cross-functional partners. We also use our interviews to determine leveling, which is finalized at the end of your interview process by your hiring manager. The majority of our roles have 3-5 interview rounds. You can expect to hear back from our team within 7 days of application, as well as within 2 days after each interview round. Once we extend an offer, we hope to hear back from you within 1 week. It is extremely important to us that we find a great mutual fit - we're excited to get to know you!

More Questions? Check out our [candidate resources](#) page!

Pave is committed to a diverse and inclusive workforce. We are an equal opportunity employer and do not discriminate on the basis of race, ethnicity, gender, gender identity, sexual orientation, protected veteran status, disability, age, or another legally protected status. For individuals with disabilities who would like to request accommodation, please email recruiting@pave.com. Sponsorship for work visas or other permits may be available for certain positions, subject to Pave's policies and legal requirements.