The People Analytics team plays a critical role in delivering actionable and high-impact insights that continuously drive the organization towards achieving its business goals. The incumbent will work with complex sets of data and translate it into meaningful insights and business recommendations. The person in this position must be both business-oriented and technically-savvy and is the connection between the people analytics function, the senior leadership team, the HR community, and managers. The incumbent can explain findings from the data to executives and easily translate recommendations into the businesss language.

KEY RESPONSIBILITIES:

* Conduct research and analysis, ranging from producing summary statistics to more sophisticated analysis for the organization.
* Design strategies for analyzing large datasets, possibly including geospatial datasets.
* Assist in working through strategies for cleansing data after encountering it during normal work processes.
* Develop technical models for reporting and business intelligence tasks.
* Work hands-on with large sets of employee data to help develop new applications, databases, and data structures.
* Research and implement machine learning models on an as-needed basis.
* Maintain, troubleshoot, track, and constantly improve existing deployed data science models.
* Perform ad hoc requests in line with business priorities.

BASIC QUALIFICATIONS:

* Undergraduate or Masters Degree in Computer Science, Mathematics, Statistics, Engineering, or commensurate technical experience.
* 1-2 years of experience in a technical role or analytics role (software development, data science, etc.).
* At least 1 year of experience in writing production-level code in Python and/or R. Experience in other programming languages such as Spark, Hive, Julia, etc. is a plus.
* Demonstrates strong conceptual and hands-on knowledge in the domain of Probability Theory and Statistics.
* Demonstrates conceptual and hands-on working knowledge of machine learning algorithms. Experience with cloud platforms such as MS Azure Synapse, AWS, GCP is a plus.
* Advance knowledge of MS Excel, PowerPivot DAX, Power BI, and SQL Server.
* Demonstrates ability to think critically, ask pointed questions, and formulate solutions to problems in a clear, concise, and timely manner.
* Ability to manage multiple projects simultaneously, work under pressure, work independently and meet deadlines.
* Ability to work with a virtual team across different time zones
* Collaboration and communication skills, both written and oral; ability to build relationships with and consult at all levels within an organization.

Role [Data Scientist](https://www.naukri.com/data-scientist-jobs)