Program Manager

Our Opportunity:

Working with the HR Data Architect, this position will play a key role in helping deliver the product and program vision for Chewy’s HR Data Competency program, driving data maturity and setting the data foundation for the HR Data Ecosystem. In this role, you work closely with data analysts, data engineers, product leaders and HR business teams to take Chewy’s HR Data Foundation from current state to our desired future state. You will drive a broad and cross-functional roadmap of projects that may span multiple steps in the data and analytics lifecycle including data pipelining, transformation, storage, visualization and downstream analysis (BI dashboards, machine learning, A/B experiments, etc.), data standards (definitions and KPIs), data governance, data security and data quality initiatives. The ideal candidate is a highly-motivated self-starter, problem-solver with ample experience working across business and technology teams to drive and deliver a data maturity program. They also are a strong program management leader with a background in data systems and analytics – specifically in the domain of human resources data and technologies. They are comfortable dealing with ambiguity and can break down complex problems into actionable tasks and roadmaps.  They also have the collaborative skills to lead cross-functional teams, balance tough trade-offs, and align priorities across business, product, and tech teams.

What You'll Do:

* Own the execution, enhancements and support for Chewy's HR Data Competency Program
* Identify, assess and mitigate risks, provide escalation management, anticipate and make tradeoffs balancing the business needs versus constraints
* Review and report on progress for initiatives/projects, managing project risks - including the development of contingency plans across teams
* Own the final system deliverables and the overall roadmap for your area of responsibility
* Coordinate and manage activities with dependency teams for initiatives spanning different organizations
* Measure, report and continuously improve scrum team's effectiveness via mentoring and coaching
* Coordinate with Product management and business stakeholders continuously making sure your team is delivering according to the constantly growing needs of the business
* Work with delivery teams to resolve bottlenecks to help deliver final system deliverables
* Exhibit a strong sense of ownership, speed and superior communication skills; be willing to roll up your sleeves to get the job done.
* Develop a deep understanding of Chewy employees, user journeys, competition, technology, and internal business strategy/goals.
* Have a passion for delivering best-in-class data experiences for both external and internal stakeholders.
* Align with program goals to define the implementation and adoption roadmap and prioritize work for the team to execute against.

Technical Business Analyst

Our Opportunity:

Chewy is seeking a bright and curious Technical Business Analyst to leverage a wide set of analytical skills to help us advance our Human Resources Data Competency Program. You will have the opportunity to dive in and deliver strategic data maturity and literacy initiatives as we grow and scale our HR Data Competency. The ideal candidate will be a highly-motivated self-starter, problem-solver with ample experience working across business and technology teams to drive technical and business requirements, documentation and standards. They are comfortable dealing with ambiguity and can break down complex problems into actionable tasks and roadmaps.  They also have the collaborative skills to work with cross-functional teams, balance tough trade-offs, and align priorities across business, product, and tech teams.

What You'll Do:

* Partner with cross functional teams (product management, engineering, and business operations) to understand and document business requirements, key metrics and definitions for HR
* Perform investigations into data questions, identifying the gaps in the data and weaving those findings into an effective story to be actionable for stakholders
* Dive in and discover business rules to be monitored for data quality
* Understand current data products built in Excel and Tableau to get current state of business intelligence and data maturity
* Meet with stakeholders (HR Leadership Team, Analytics and Insights Managers, etc.) to discover and document desired outcomes

What you'll need:

* Strong SQL skills with a working understanding of databases, ETL process, Data Modeling on unstructured or undefined data sets across multiple business functions.
* Demonstrated experience with BI Tools (Tableau, Power BI, Knime, OBIEE, Qlik, etc.)
* Experience interpreting data, designing metrics and analyzing results using exploratory as well as statistical techniques
* Experience presenting findings to business partners across the organization, including executive leadership
* Excellent technical skills and a strong passion for data analysis and investigation and should also be intellectually curious in the quest for answers to the cause and effect of business outcomes.
* A self-starter mentality and ability to operate within a fast-paced and ambiguous environment
* Proven analytic skills using SAS, R or Python.