**First interview:**

- I created performance notifications used SlackAPI and insights on business performance, and prediction of the future and ideas to improve them

- AWS GCP experience Redshift & BigQuery

- Business vision and strategy, why should we develop sth and how it is going to help business? build vs buy?

- roadmap and prioritization

- Have enough experience in data engineering and data science to communicate with them

- Very good python PySparks for big data, airflow, dbt for improving stroed procedures, AWS Glue

- visualizations with PowerBI, Tableau, -> Looker,

- team management-> empathic, very kind, caring, define learning as KPI, studied with them and helped them achieve personal and career goals. Reverse mentorship as an engagement strategy. Corporate love instead of stress and fear.

- data mesh concept I haven't done before but Im so keen on learning it.

salary: 90k-95k

start immediately or mid July

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Notes: focus of the role: 20%-30% data science rest -> data analytics

Recommender system (cross-selling), sortment of products, etc. (ask more at the second interview)

**The cross selling can be a classification problem as an unsupervised learning model.**

* To show you are aligned with market trends, mention using ChatGPT for helping the potential cases:
  + In terms of coding: debugging, refactoring, writing unit tests
  + In terms of general help: using it as a career coach. Describing an issue and asking for a few potential solutions or ideas to approach the issue.
  + Learn how to write the most optimum prompt to get a desired outcome
  + Ask him as an assistant to BI division, to write a few prompts about an issue itself.
  + "Break down [insert topic] into simple, beginner-friendly terms that anyone can grasp."
  + Mimc a writing style: "Examine the writing style in the text below and compose a 100-word piece on [insert topic]"
  + "As a customer support agent, address a customer who's frustrated about a late delivery. Write a 100-word apology email offering a 20% discount."

Some potential questions generated by chatgpt:

1. **Can you provide an example of a complex analytics project you have successfully managed from start to finish**? Answer: Certainly. In a previous role, I led a complex analytics project that involved analyzing customer behavior and preferences to optimize product recommendations. I coordinated with the IT team to integrate data sources, developed advanced algorithms for personalized recommendations, and collaborated with the marketing team to implement the recommendations. The project resulted in a significant increase in customer engagement and conversion rates.
2. **How would you approach building and developing a high-performing data analytics team?** Answer: To build a high-performing data analytics team, I would focus on hiring individuals with strong technical skills and a passion for data. I would foster a collaborative and inclusive environment, provide training and mentorship opportunities, and encourage professional growth. Regular performance evaluations and feedback sessions would be conducted to ensure continuous improvement.
3. **Describe your experience in implementing data-driven strategies to improve business outcomes.** Answer: In my previous role, I successfully implemented data-driven strategies by leveraging advanced analytics techniques to identify trends, patterns, and opportunities. I worked closely with cross-functional teams to translate data insights into actionable recommendations, resulting in improved operational efficiency, customer satisfaction, and revenue growth.
4. **How do you ensure data quality and integrity within your analytics projects?** Answer: Data quality is crucial for accurate analysis and decision-making. To ensure data quality and integrity, I would establish data governance processes, implement data validation and cleansing procedures, and enforce data quality standards. Regular audits and checks would be conducted to identify and resolve any issues that may arise.
5. **How do you ensure effective communication and collaboration between data analytics teams and other departments?** Answer: Effective communication and collaboration are vital for successful data analytics projects. I promote open and transparent communication channels, encourage regular meetings and knowledge sharing sessions between teams, and ensure that data insights are effectively communicated to relevant stakeholders. I also foster cross-functional collaboration by actively involving other departments in project planning and decision-making processes.

Asked chatgpt on how to win the competition against data analytics managers as my competitors:

1. **Emphasize Data Governance and Data Integration:** BI experts often have expertise in data governance, data management, and data integration. Showcase your ability to establish data quality standards, ensure data integrity, and integrate disparate data sources. Demonstrating a strong understanding of data governance frameworks can position you as a valuable asset for maintaining data accuracy and consistency.
2. **Highlight Business Strategy Alignment:** Business Intelligence is closely aligned with strategic decision-making. Showcase your ability to align data insights with business objectives and strategy. Illustrate how you can translate complex data analysis into actionable recommendations that drive business growth and competitive advantage.
3. **Leverage Predictive Analytics:** While data analytics experts focus on analyzing historical data to identify trends and patterns, BI experts can leverage predictive analytics to forecast future outcomes. Highlight your ability to build predictive models, perform forecasting, and provide insights for future planning and decision-making.
4. **Demonstrate Effective Stakeholder Manage**ment: BI experts often work closely with stakeholders across various departments. Showcase your ability to effectively manage stakeholder relationships, understand their needs, and deliver actionable insights in a timely manner. Effective communication and collaboration skills are critical in winning over stakeholders and fostering a data-driven culture.

Very good tip: When you attend a live technical interview, think outloud. Don’t sit there and think for 10 mins silently.

Assortment means:

In the context of the grocery delivery business, "assortment" refers to the range and variety of products available for customers to choose from. It encompasses the selection of different categories of items such as fresh produce, pantry staples, beverages, household essentials, and more. **The assortment reflects the breadth and depth of choices available to customers**, allowing them to find and purchase the specific products they need or desire. A **diverse** assortment is important in meeting the diverse preferences and requirements of customers, **ensuring that they can find the products they want conveniently through the grocery delivery service.**

Discussion with Matias:

Questions:

1. How does the technical interview go?

Usually SQL live. Assessment advanced SQL. or Python. First interview with the line manager. They give an analytical interview. Then talk to two more other managers.

2) Who does the interview?

3) What is the technology stack? Bigquery and google cloud, dbt, airflow, Tableau, Looker, DataLook

4) What is the company currently challenging with in terms of analytics? Merger acquisition, data quality, data sharing and communication, data streaming and preparing the infra

5) What should I brag about in your opinion to make them like me more? My opinion: stakeholder management, strategic thinking, storytelling and dashboarding.

You need someone more senior, you should show management, and good hands on. You show them prioritization and roadmap and strategy prioritization.

6) How much machine learning is needed? I was hands on, haven't done much recently.

Not much.

7) what does the company do with ChatGPT? Are you guys using it for debugging, refactoring, writing tests? Should I mention it during the interview? Or may make misunderstanding?

You can.

**What really matters to business:** increasing revenue, reducing costs, improving customer satisfaction, or increasing market share.

**Second interview:**

* I am self-motivated. I reinvented my life and took bold decisions whenever it was needed and make big steps to improve my life. Personal life: changing career, immigrating without help, getting married, studying fashion, in career life: reinventing the dwh at HL, making big changes in data strategy -> matched with business strategy.
* I update myself on a regular basis, look for new trends in tech to find best practices. Replaced manual data integration with an ipaas, quickly changed from writing traditional SQL transactions DDL/DML to dbt which is all based on DQL and its so much faster and more efficient. After ChatGPT, I shifted to AI pair programming and Github Copilot.
* My personal values: never stop learning or teaching, never lying, wearing my employers’ shoes.
* Visualization:
  + Traditional: PowerBI Tableau, G-data studio
  + Code friendly: Matplotlib, Seaborn, D3js
  + Modern: Metabase, LookerML, DataLook (beginner), QuickInsight, Garafana

Questions:

* How do the technical interviews go exactly? What languages? Is it coding or problem solving?

**Key takeaways from the second interview (important analyses)**

Relationships with products try to improve cross-selling, if we remove a product how is it going to affect the sales, content management, how the pictures and content can be more relevant, data scraping of competitors mapping to our data and finding what is popular in the market.

**Talk with Bony:**

* How does the technical interview go?

Mostly SQL questions, the questions are not tech heavy. Mostly problem solving. Testing your analytical skills.

* What are the most important analysis they run? And what would be relevant for me?
* Any tips relevant to the assortment and cross-selling domain?

challenges:

* Data quality issues,