

Work Sample

Data Analyst, Insights

Imagine that you are in the role of Data Analyst, Insights at Suited. We have a client that provided us with hiring data on recent applicants and asks **"is the algorithm working?"** and **"what is a good score?"**

For the sake of this analysis, we will try to answer that questions by comparing their hiring decisions (e.g. Rejected after 1st Round) with Suited's Behavioral Score and Cognitive Skills (attention to detail, critical reasoning, and logical reasoning, scored as a percentile).

1. First, you will need to merge the data provided by the client (tab "Applicants") with the predictions generated by Suited (tab "Suited Export").
 - a. Candidates applied to the firm directly and often used different email addresses in their application to the firm. Find the mismatches to merge as much data as possible.
2. Next, you should use the merged data to run some analyses to decide what we can determine about candidates that made it to each stage of the client's hiring process.
 - a. Be careful - some candidates didn't complete the ECA (indicated by a 0 score) and their ECA scores will need to be excluded from the analyses.
 - b. What are the average Probability and ECA scores for candidates that made it to each stage - is there a trend? Does mean or median tell a better story? What about ranges?
 - c. How does Suited compare to GPA as a predictor of getting a job?
 - d. How does Suited compare to school as a predictor of getting a job?
 - e. Are there any meaningful correlations to be considered?
3. Finally, please produce up to 3 graphs / charts that you think best represent your findings that answer the question "is the algorithm working" and "what is a good score". Please select graphs / charts that you feel will convey your findings to someone with limited statistical knowledge.

You are welcome to use any tool you would like to conduct the analysis. Once complete, please email us a copy of your analysis and a short explanation of the tool(s) you used. Your analysis should be auditable such that we can see how you calculated your results.

Please note, we didn't design this exercise to be a time challenge, but you should be able to complete everything in 1-2 hours. Please don't spend much longer than that.