

# Landing Your Dream Job as a Data Scientist

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Future.Works Tech Conference

LISBON OCT 15 2021

Pedro Balage - Director of Machine Learning @ aisle 3

\* Slides available at [pedrobalage.com](http://pedrobalage.com)

# What Is a Data Scientist? Salary, Skills, and How to Become One

**DATA SCIENTIST**



**SEXIEST JOB OF THE CENTURY**

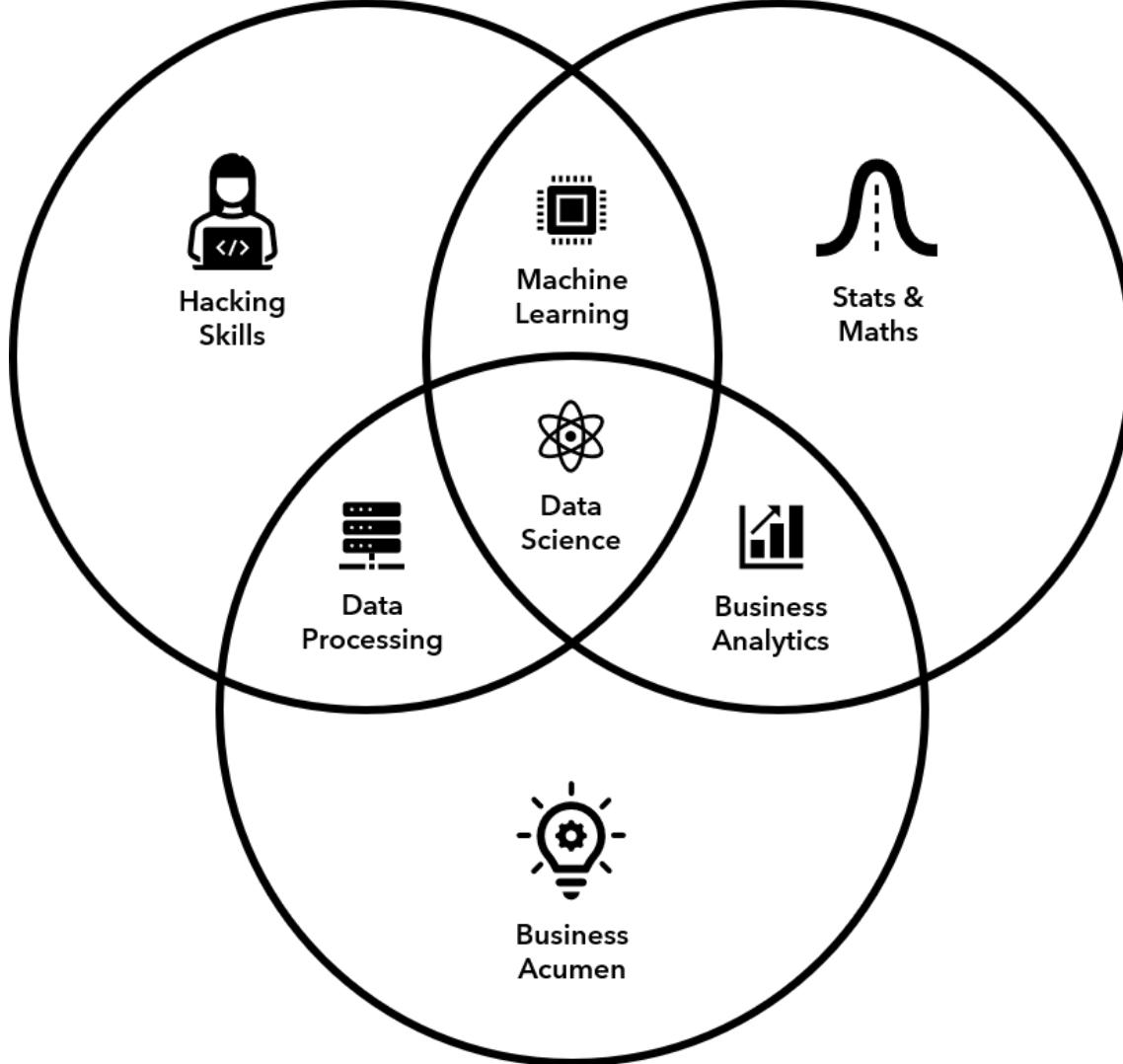
# What I can bring to this talk?

- Director of Machine Learning @ aisle-3
- Previously leading teams at
  - DefinedCrowd
  - Farfetch
  - Priberam
- Hired and managed 15+ data scientists



# What makes a data scientist?

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Past

Today

## Data Scientist

Research

Software  
Engineering

Data Engineering

Analytics

Research Scientist

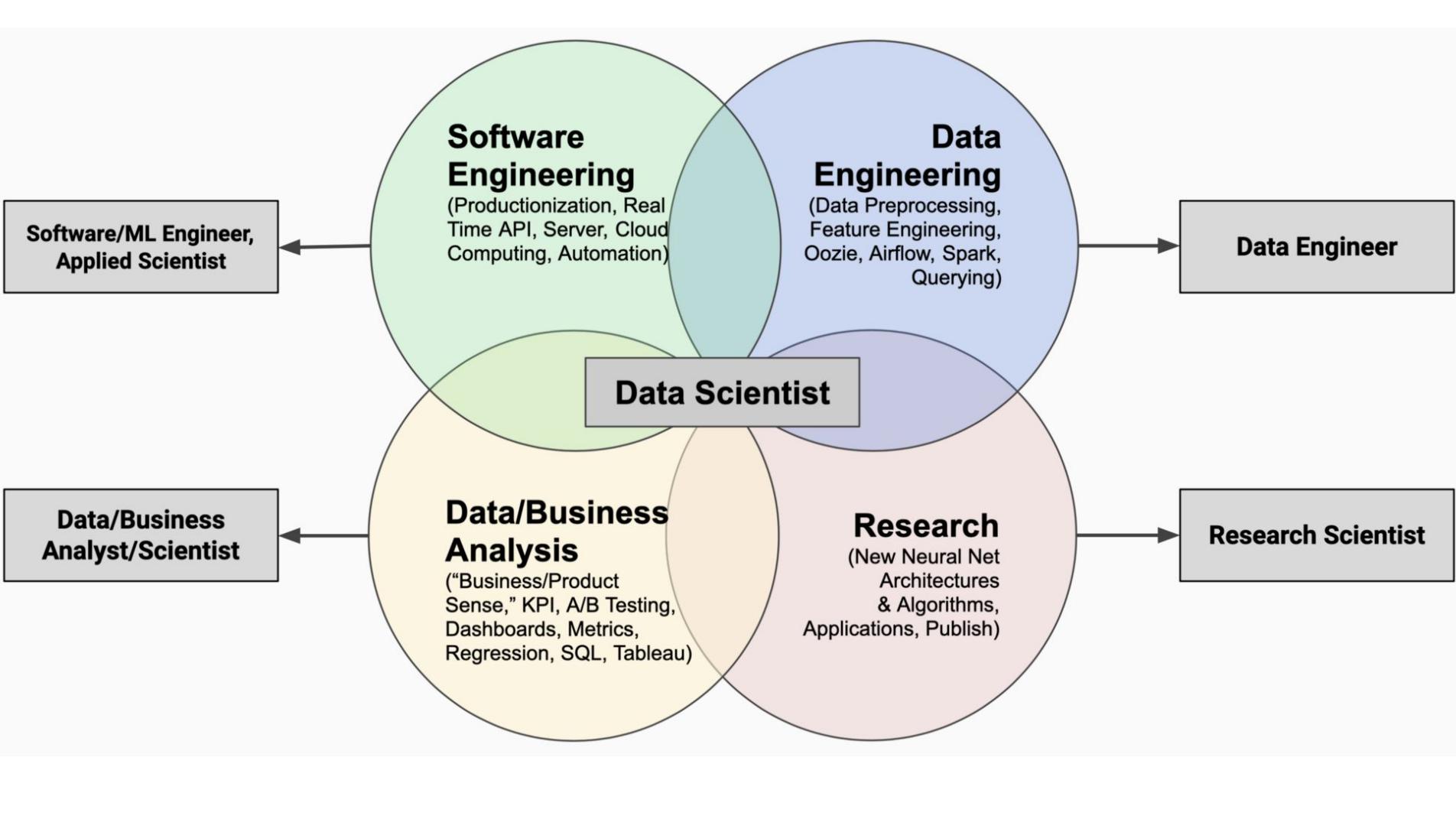
Applied Scientist

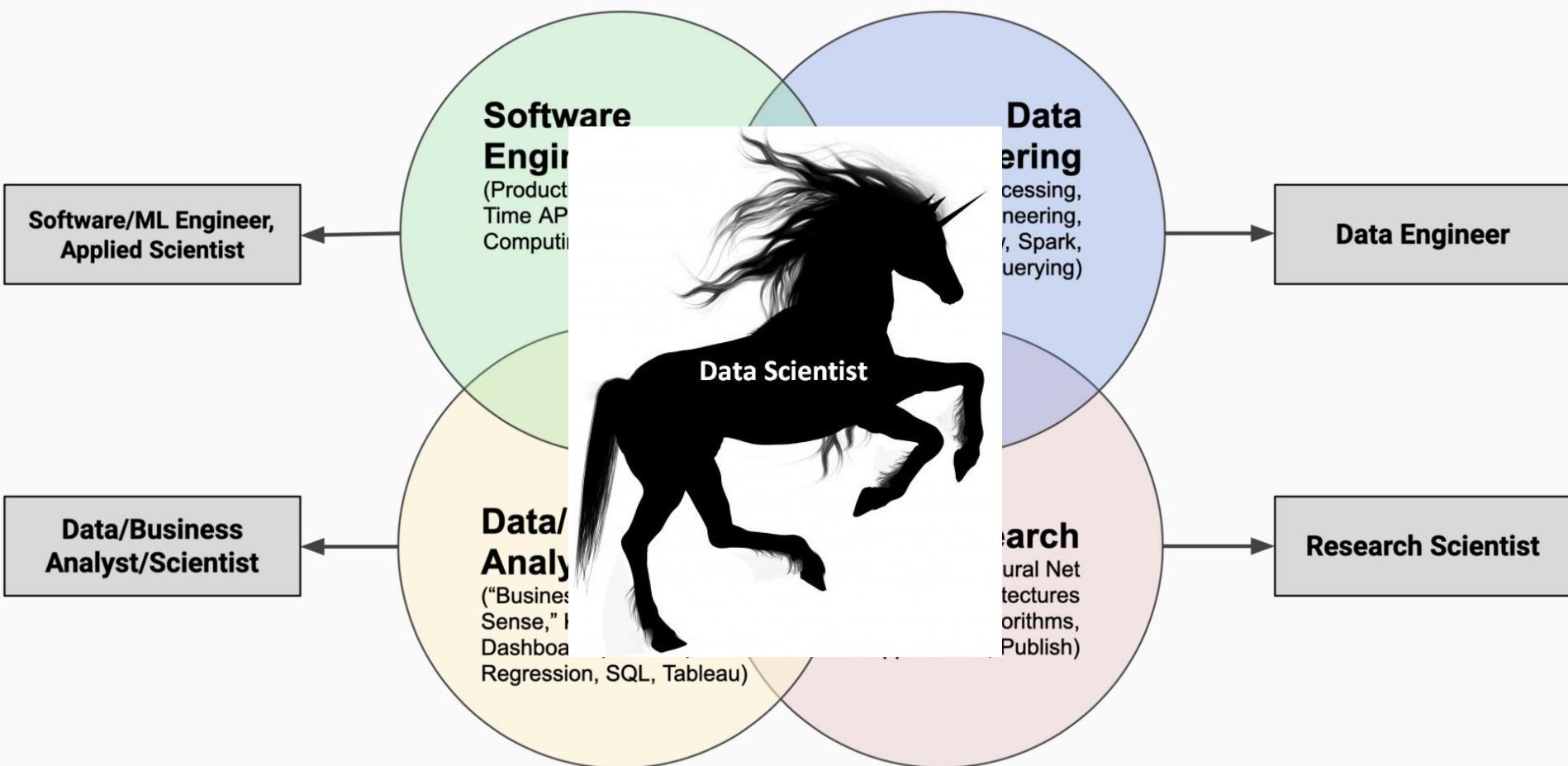
ML Engineer

Data Engineer

Data Scientist







# How to become a Data Scientist?

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# How to become a data scientist in Portugal?

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.

# College degree in STEM areas

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.

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CATÓLICA  
PORTUGUESA



TÉCNICO  
LISBOA



UNIVERSIDADE NOVA  
DE LISBOA

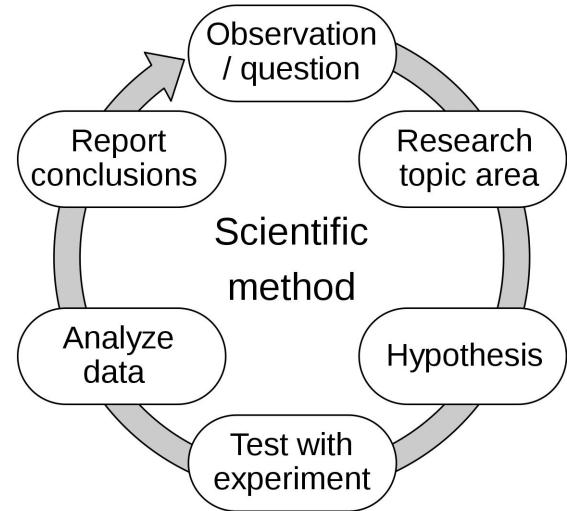
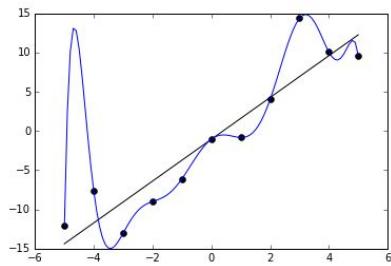
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INSTITUTO  
UNIVERSITÁRIO  
DE LISBOA

U.PORTO

# Masters degree with a machine learning project

- Take at least three
  - College degree in STEM areas;
  - **Masters degree with a machine learning project;**
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.



# Post-Graduation degree in data science

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - **Post-Graduation degree in data science;**
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.

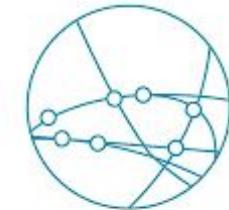


UNIVERSIDADE  
CATÓLICA  
PORTUGUESA



# Take a complete course in data science

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - **Take a complete course in data science;**
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.



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ACADEMY

coursera



le wagon



DeepLearning.AI

# Strong participation in data science challenges

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - **Strong participation in data science challenges;**
  - Previous experience in data science projects in the industry;
  - Active participation in the data science community.



# Previous experience in the industry

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - **Previous experience in data science projects in the industry;**
  - Active participation in the data science community.



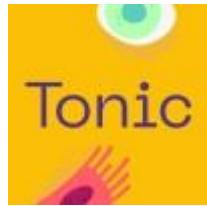
# Active participation in the community

- Take at least three
  - College degree in STEM areas;
  - Masters degree with a machine learning project;
  - Post-Graduation degree in data science;
  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - Previous experience in data science projects in the industry;
  - **Active participation in the data science community.**



# Where can I work as a Data Scientist?

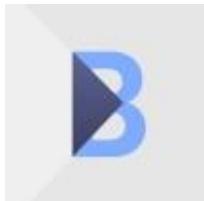
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Jerónimo  
Martins



nlu.ai



SPRINGER  
NATURE  
GROUP



# How do I look for data science opportunities?

- LinkedIn
- Direct contact to companies
- Referrals



A screenshot of a LinkedIn search interface. At the top, there is a search bar with the text "data scientist" and a location filter set to "Portugal". Below the search bar are several filter buttons: "Jobs" (highlighted in green), "Date Posted", "Experience Level", and "Company". The main search results area shows a title "Data scientist in Portugal" followed by "1,371 results". To the right of this, there are options to turn on a "Job alert" (with a toggle switch set to "Off") and a gear icon for settings.

careers

# What do I look when I hire a Data Scientist?

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# Experience

- Which college did you attend?
- Which past experiences you have?
- Why are you interested in this position?

A one page CV should be enough to guide this discussion.

The resume template features a clean, modern design with a white background and a central vertical border. At the top is a circular profile picture placeholder. Below it, the text "YOUR Name is Hire" is displayed, with "Name" underlined. The main content is organized into several sections:

- EDUCATION**: Three entries, each with a date range (2015-2017), a yellow circle icon, and placeholder text: "LOREM IPSUM".
- EXPERIENCE**: Three entries, each with a date range (2015-2017), a yellow circle icon, and placeholder text: "LOREM IPSUM".
- SKILLS**: Three entries, each with a date range (2015-2017), a yellow circle icon, and placeholder text: "LOREM IPSUM".
- Contact**: Includes email (afdalrahendra97@gmail.com), phone number (+6285 263 712 908), address (Padang, Sumatera Barat), and website (ht ps://ciliuh.com).
- Software**: Four orange bar charts of decreasing height, labeled "Id", "A", "Pr", and "Office".
- About Me**: A section with placeholder text: "Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam quis exercitation."



# Skills

- What do you know?
- What is your skill level in Python and ML?

Discussion of past experience will be good for evaluating your abilities. We can also ask questions about your solution.

# Culture

- What would do in this situation?
- What do you read to stay up to date?

We look for candidates who fit and grow with the company.

**This is the most important aspect of candidate assessment!**



# Salary Expectations

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## Data Scientist Salaries Portugal

For Employers

Post Jobs

Overview

Salaries

Interviews

Insights

Career Path

## How much does a Data Scientist make?

Updated Oct 8, 2021

Industry

All industries

Employer Size

All company sizes

Experience

All years of Experience

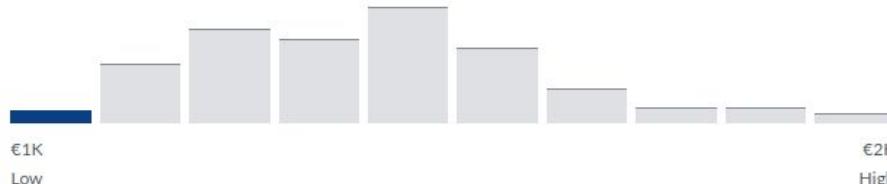
Very High Confidence

**€1,510** /mo

Average Base Pay

83 salaries

No additional cash compensation has been reported for this role



The national average salary for Data Scientist is €1,510 per month in Portugal. Filter by location to see Data Scientist salaries in your area.  
Salaries estimates are based on 83 salaries submitted anonymously to Glassdoor by Data Scientist employees.

## Seniority Levels

L2 Data Scientist

€1,510 /mo

L3 Senior Data Scientist

€47,528 /yr

L4 Data Scientist IV

No Salary Reports

[Career Path >](#)



# What impacts the salary range?

The market does not have enough senior profiles

- Lack of experienced data scientists
- Experienced data scientists are leaving to other European countries

Different salary scales

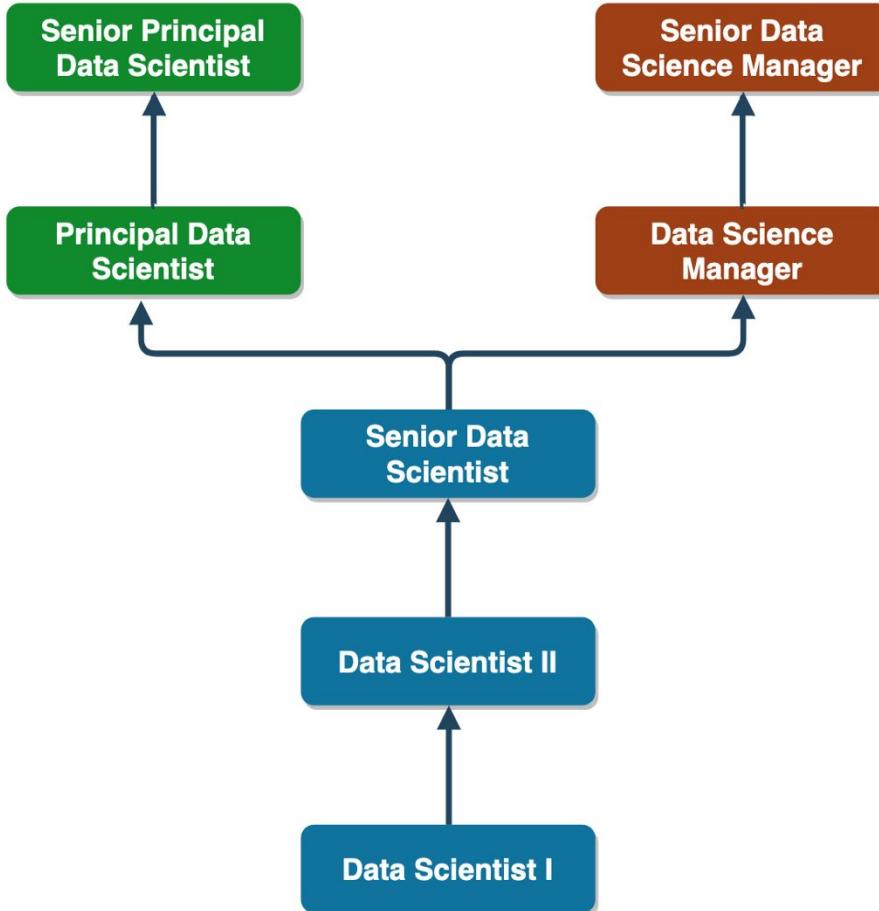
- Local Businesses
- International companies
- Startups and Scaleups

Difficulties to "sell" DS internally

- Inexperienced managers / leadership
- Lack of a data culture

# Career Paths

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It takes time to develop a career in data science.

# Care and Feeding

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# How to make a data scientist happy?

- Learn from experienced data scientists
- Journal Club
- Challenges and Hackathons
- Show & Tell
- Powerful equipment

And, most important:

- **Support, ownership, and purpose**

[Link for the book PDF](#)

O'REILLY®

## The Care and Feeding of Data Scientists

How to Build, Manage, and Retain a Data Science Team

Michelangelo D'Agostino  
& Katie Malone

# Thanks!

I am hiring data scientists :)



@pedrobalage

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