

# 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



**DefinedCrowd**®

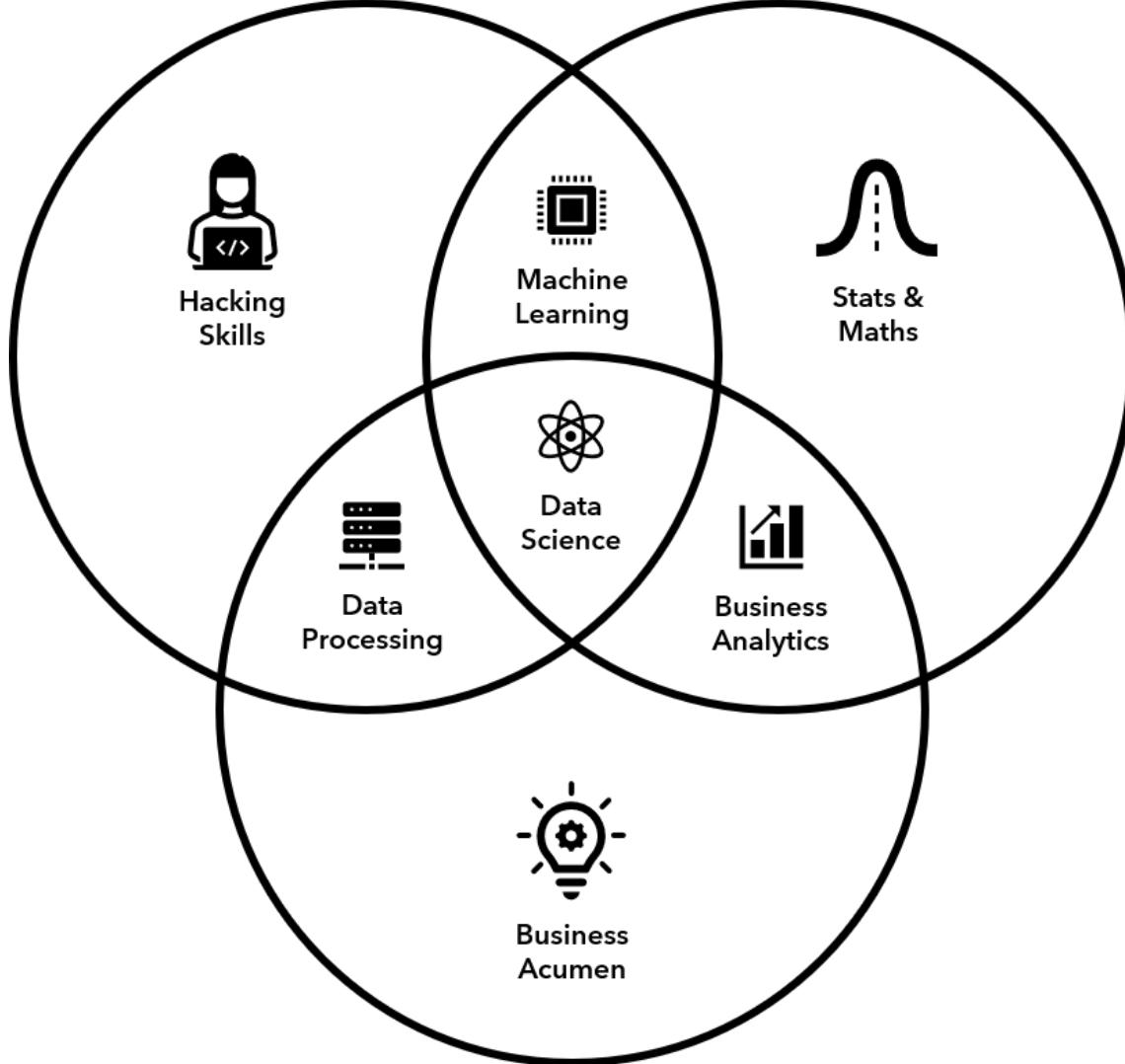


**FARFETCH**



# What makes a data scientist?

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Past

Today

**Data Scientist**

**Research**

**Software  
Engineering**

**Data Engineering**

**Analytics**

**Research Scientist**

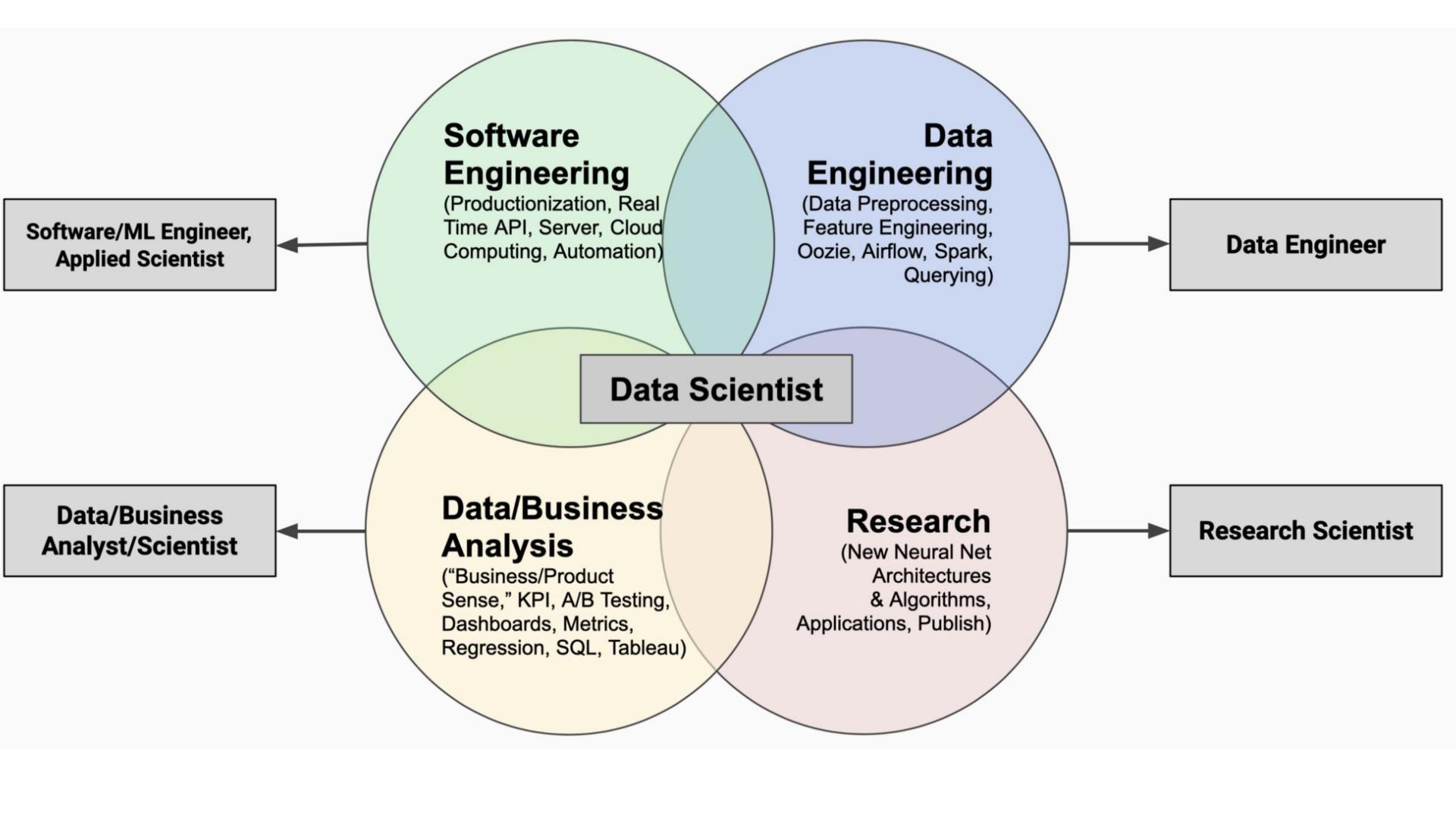
**Applied Scientist**

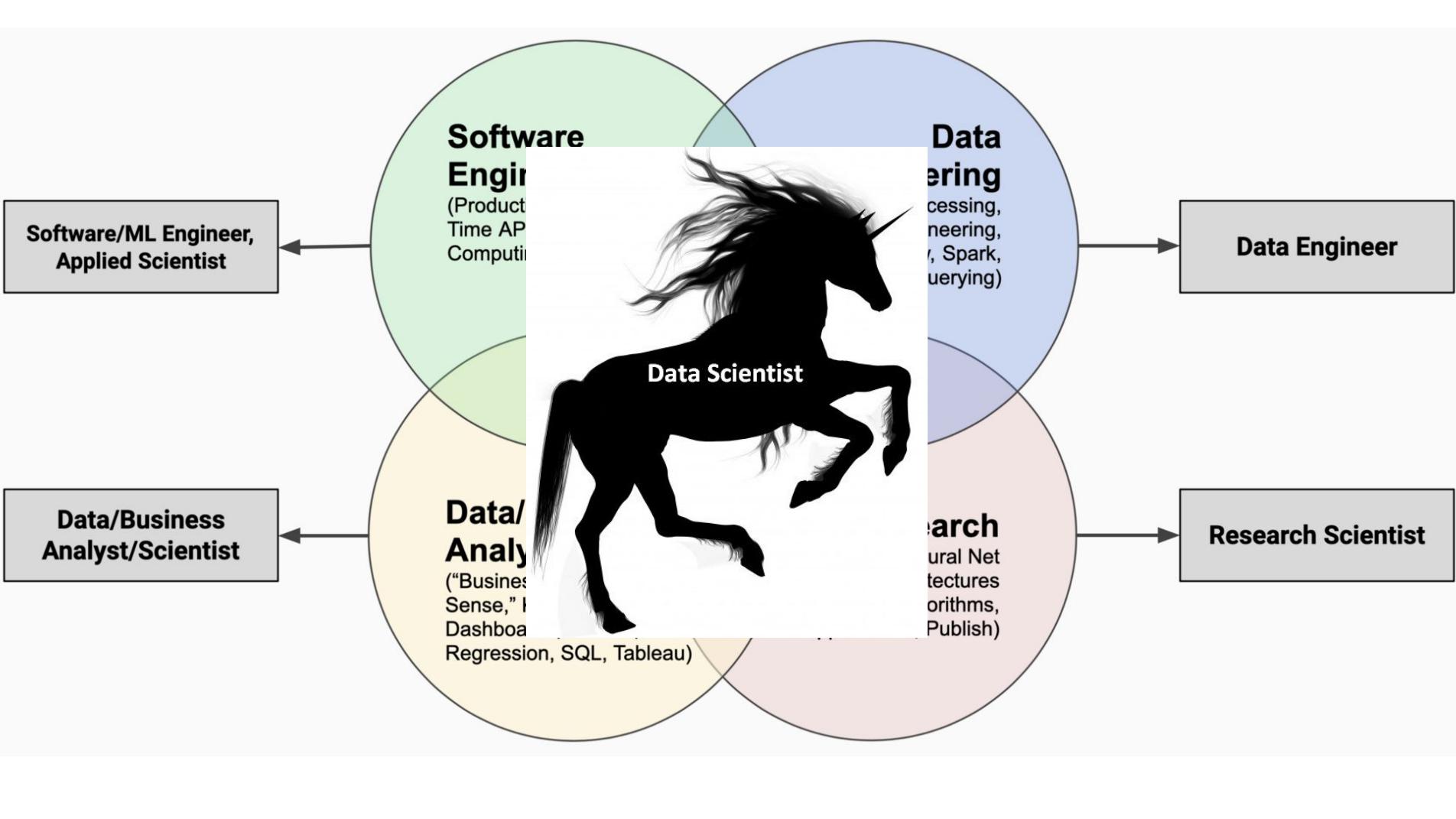
**ML Engineer**

**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.

U LISBOA



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CATÓLICA  
PORTUGUESA



TÉCNICO  
LISBOA



UNIVERSIDADE NOVA  
DE LISBOA

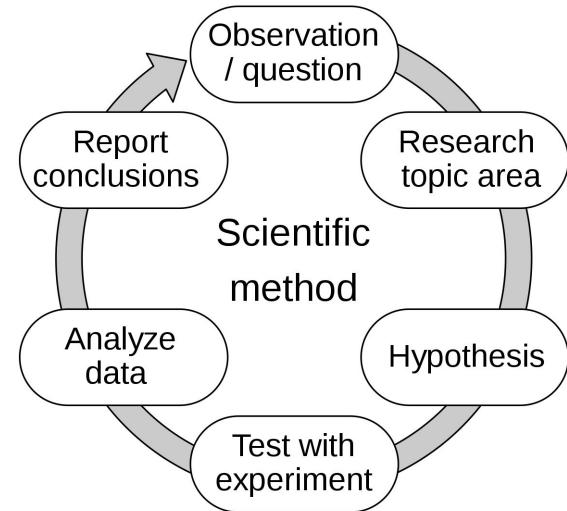
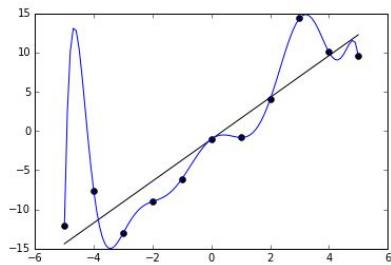
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INSTITUTO  
UNIVERSITÁRIO  
DE LISBOA

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.

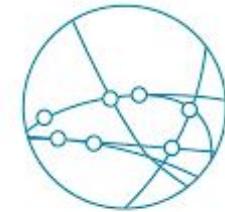


UNIVERSIDADE  
CATÓLICA  
PORTUGUESA



# 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.



LISBON  
DATASCIENCE  
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

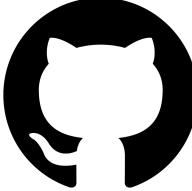
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  - Take a complete course in data science;
  - Strong participation in data science challenges;
  - **Previous experience in data science projects in the industry;**
  - Active participation in the data science community.



# 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.**

*meetup*



**GitHub**



**DSPT**  
DATA SCIENCE PORTUGAL



**kaggle**<sup>TM</sup>

# Where can I work as a Data Scientist?

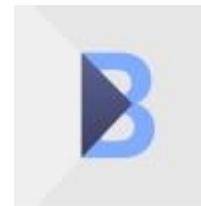
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Jerónimo  
Martins



nilj.ai

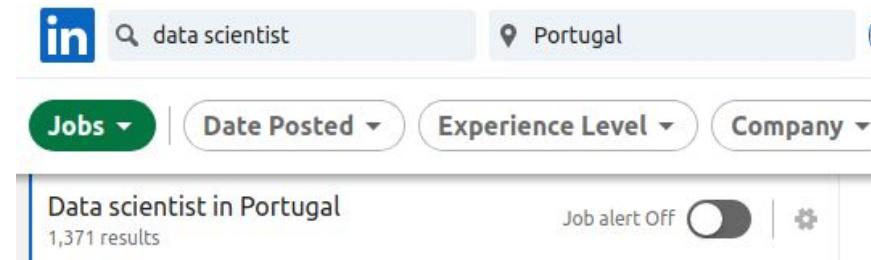


SPRINGER  
NATURE  
GROUP



# How do I look for data science opportunities?

- LinkedIn
- Landing.jobs
- Careers page for each companies
- Referrals



careers

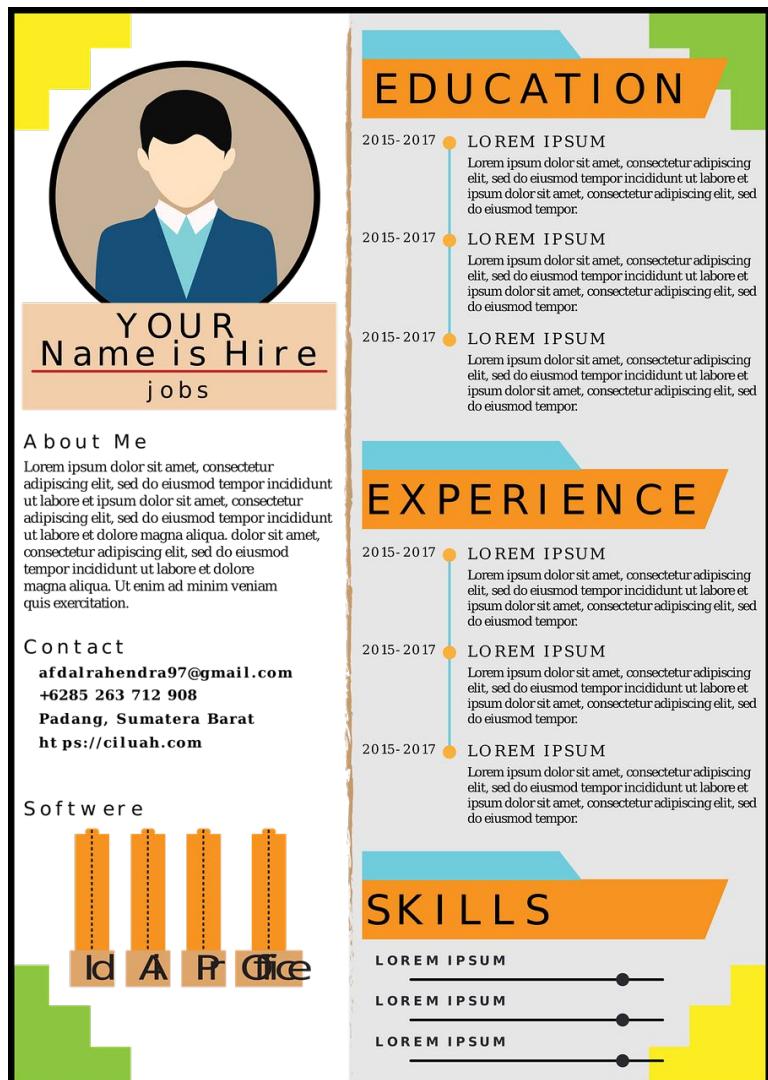
# What do I look for when I hire a Data Scientist?

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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.





# 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

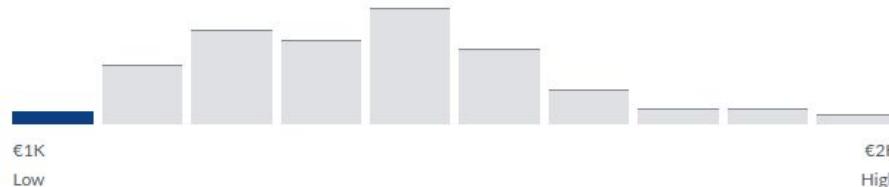
Very High Confidence

**€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**

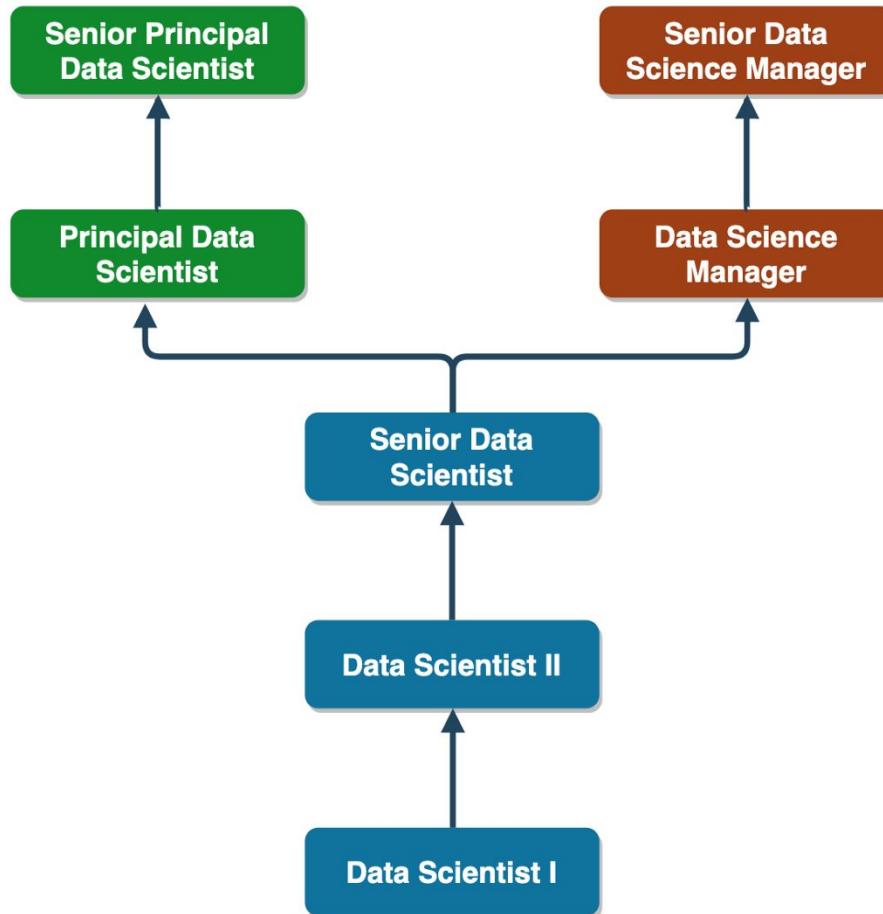
- Local Businesses
- International companies
- Startups and Scaleups

**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**

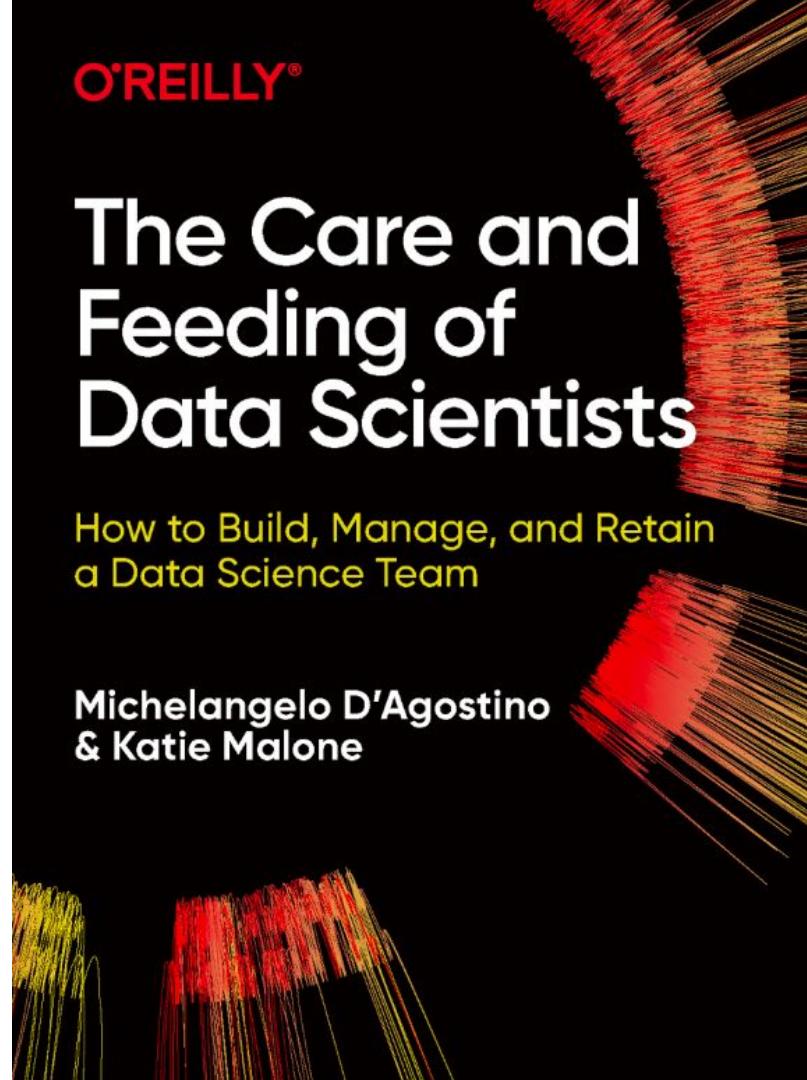
[Link for the book PDF](#)

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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