Job Description

POSITION DETAILS			
Functional Designation		**Department**	Data Science & Analytics
Sub Department	Data Science & Analytics	**HR Grade**	
Location	Corporate Office	**Reporting Manager**	

Job Purpose

The Head - Policy, Scorecard, Incentive will lead the development and implementation of policies, scorecards, and incentive programs to drive organizational performance. This role involves leveraging data analytics to create effective policies, design performance scorecards, and develop incentive structures that align with business objectives.

Principal Accountabilities

- Develop and implement data-driven policies to support business goals.
- Ensure policies are compliant with regulatory requirements and industry standards.
- Regularly review and update policies to reflect changes in the business environment.
- Design and implement performance scorecards to measure key business metrics.
- Utilize data analytics to identify performance trends and areas for improvement.
- Collaborate with cross-functional teams to ensure scorecards align with business objectives.
- Develop and manage incentive programs to motivate and reward employees.
- Ensure incentive programs are fair, transparent, and aligned with business goals.
- Monitor the effectiveness of incentive programs and make adjustments as needed.
- Analyze data to support policy development, scorecard design, and incentive programs.
- Prepare and present reports on policy effectiveness, performance metrics, and incentive outcomes.
- Provide insights and recommendations based on data analysis.
- Lead, mentor, and manage a team of data analysts and policy experts.
- Develop and execute strategies to achieve business goals.
- Foster a culture of data-driven decision-making within the team.
- Work closely with cross-functional teams to identify data needs and opportunities.
- Communicate findings and recommendations to senior management and stakeholders.
- Provide thought leadership on emerging trends in data science and analytics.

Desired Profile

- Advanced degree in Data Science, Business Administration, or a related field.
- Proven experience in a senior data science, analytics, or policy development role.
- Strong background in policy development, performance measurement, and incentive program design.
- Expertise in data science tools and programming languages (e.g., Python, R, SQL).
- Excellent leadership and team management skills.
- Strong problem-solving and analytical thinking abilities.
- Effective communication and presentation skills

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