Thinkful: Career planning document

This document will collect and organize your work in the career planning lesson of the prep course. Complete each section after reviewing the relevant assignment in the course material.

Section 1: Explore the landscape

Write your one to three paragraph reflection for assignment 4.1.1 here.

Data Science could be described as the convergence of several fields into one discipline. I feel incredibly fortunate due to the recent emergence and need for data scientist and data analysts. It is a field that suits my background and seemingly abundant curiosity. I have had several different jobs. There have been commonalities in these jobs, but not always readily identifiable, and sometimes difficult to explain to employers. I am self-taught with my more recent programming, I learned how to data-scrape because I identified a need in my office, I have been trained in graphics and loosely used those skills for visual presentations, I enjoy math. All of this grit, curiosity, and broad background has brought me to data science.

Section 2: Job postings

Find five job postings you're very interested in and post them here. Focus on one city. Don't just post the links; job postings have a way of disappearing after a while.

Job 1 (link to description)

- ○ Company name: OPP Loans
- ○ Title: **Analyst / Associate, Business Operations**
- ○ Why did you choose this job? The company is highly rated for social responsibility and high employee satisfaction. I am interested in companies with minimum of 300 employees, and this just hits that mark. This is also a role that intersect between business, operations, and finance. The role is explicit in looking for a junior data science, which signals they may better understand what they are looking for. The title reflects the room for growth (analyst/associate and not data science). Emphasis is on communication among teams and data visualizations.
- ○ Link: https://hire.withgoogle.com/public/jobs/opploanscom/view/P_AAAAAADAAFvC6kUy89R7fF

Job 2 ([link to description](#))

- ○ Company name: Relativity
- ○ Title: HR Analytics Specialist
- ○ Why did you choose this job? Relativity was listed as one of the higher paying as well as being rated well on Glassdoor. The role is more analytics, but being in a software/tech company there would be the ability to grow and scale up my own skills. In the past I have enjoyed working with HR teams and, overall, I enjoy serving internal customers.
- ○ Link: https://www.builtinchicago.org/job/hr/hr-analytics-specialist/69505

Job 3 ([link to description](#))

- ○ Company name: Tempus
- ○ Title: Operations Analyst
- ○ Why did you choose this job? Why did you choose this job? Just as I am interested in supplements/wellness/food additive companies (see below), and I have experience in operations in a food additive/supplement company, I am very interested in the adjacent field of biostats and bioinformatics. Understandable, I do not have the skill set of the scientist, but I could work in a research environment.
- ○ 400+ Employees, $1.7(M) revenue, private, Industry sector list as application software (pre-packaged software)
- ○ Link: https://www.tempus.com/careers/

Job 4 ([link to job full job description](#))

- ○ Company name: Tempus
- ○ Title: Data Analyst - Informatics
- ○ Why did you choose this job? Just as I am interested in supplements/wellness/food additive companies (see below), and I have experience in operations in a food additive/supplement company, I am very interested in the adjacent field of biostats and bioinformatics. Understandable, I do not have the skill set of the scientist, but I could work in a research environment. This is more tailored to my skillset than the operations role listed above.
- ○ Link: https://www.tempus.com/careers/

Job 5 ([link to full job description](#))

- ○ Company name: Northwestern University
- ○ Title: Research Assistant
- ○ Why did you choose this job? To work in academia would be a dream come true.

- ○ Link: https://main.hercjobs.org/jobs/11870636/research-data-analyst-associate?utm_campaign=google_jobs_apply&utm_source=google_jobs_apply&utm_medium=organic

Section 3: Your company hitlist

Find five dream companies (whether or not they're hiring data scientists right now) and add them to this hit list. Focus on the same city you did for job postings. Include a sentence about why you added each company.

Company 1

- ○ Company name: Now Foods
  - • Private, Independent Company
  - • Rank: n/a
  - • $30.4 (M) Estimated Revenues
  - • HQ: Bloomingdale, IL
  - • 192 employees
- ○ Why did you choose this company?
- ○ I chose this company first because I am enthusiastic about the products (supplements) and the lifestyle associated with the products (wellness). This is a space I am somewhat familiar with having worked at Merisant for 7 years—food ingredient/chemical/supplements. Thirdly, they are a medium sized company that is locally headquartered. I would prefer a larger company, but I am enamored with the products and the reviews. I also think they use 3PL companies because they have significant supply chain distribution. The 192 employees may be an indicator of efficient management. They also appear to be forward thinking in their market (utilizing social media and brand ambassadors). Lastly, but most intriguing, they have been recognized as one of the best places to work. Office atmosphere, culture, and company morale is very important to me.

Company 2

- ○ Company name: Nielsen
- ○ Why did you choose this company? It makes several lists for the best place to work and diversity. Listed as a "Just" company, and "Best Employers for Women 2018". I have heard employees speak well of the company. The work itself is about information and analytics that it publishes.
  - i. Public
  - ii. Rank: 332
  - iii. Revenues: $6.6B
  - iv. HQ Location: New York (large presence in Chicago)
  - v. Employees: $46,000

Company 3

- ○ Company name: OppLoans
  - • Private Company
  - • Rank: n/a
  - • Revenues: unknown
  - • HQ Location: Chicago, IL
  - • Employees: 309+
- ○ Why did you choose this company? This is a socially responsible company and fast-growing. It is described as having a start-up culture, but is more stable by being backed by the well-capitalized PE firm Schwartz Capital Group with about $88M in assets under management.

Company 4

- ○ Company name: Grainger
  - • Public
  - • Ranked 287
  - • $10,424.9 (M) Revenues
  - • HQ: Lake Forest, IL
  - • 25,000+ employees
- ○ Why did you choose this company?
- ○ Another locally headquartered company. I know people who work at Grainger and they speak highly of their experiences working there. It is a large stabile company, they cater to businesses and not retail, and specifically industrial businesses. Industrial and manufacturing businesses culturally or more practical than retail or luxury goods. I find this pragmatism appealing.

Company 5

- ○ Company name: Ingredion
  - • Rank: 478
  - • Revenues ($M): $5,832
  - • HQ Location: Westchester, IL
  - • 11,000 employees
- ○ Why did you choose this company? Also a food ingredient/supplement company, and a space I am familiar with (due to NPD work at Merisant). Ranked on the top 500 list, large, stable. Although, they announced a cost-savings plan in 2018 that would be fully implemented by 2021, it usually signals a response to markets (reduced use of corn sweeteners, reduced consumption of soda beverages, and anticipation of aluminum tariffs). Not a dream company, but it's still a company I'd like to keep my eye on.

Company 6
- Company name: Tempus Labs
- Why did you choose this company? This is the intersection of biotechnology and software. Very intrigued by them when I was looking for job postings.
    i.   Private Company
    ii. Rank: n/a
    iii. Revenues: 1.7M
    iv. HQ Location: Chicago, IL
    v.   Employees: 400+

Section 4: Find your people

Add the data science related events in your area and find LinkedIn profiles for local data scientists working at the kind of job you want.

Local data science events:
- ChiPy - Python Project Night at Braintree 2/21 (RSVP'd!)
- Joined the Chicago PyLadies Group – several upcoming events (waitlisted)
- Joined the **Chicago Data Viz Community**

Local data scientist from a company on your hit list:
- Maggie Orton, Data Scientist, Nielsen
- Margaret Meyers, Data Analyst, Nielsen

First or second degree connection in the industry:
- Roald Shuring, Data Scientist, Spencer Stuart

Section 5: Write your own story

Make the work you've done so far concrete.

Describe your ideal job to an industry professional

I am a data creative with an emphasis stats within the health and wellness domain— specifically where economics and biostats intersect. As a side-hustle I teach at the local community college.

I take in large and sometimes complex sets of information. Organize the information to identify patterns. Then I summarize or illustrate the patterns visually to help people make better decisions and plan better for the future.

Addendum: Job Description Details

Analyst / Associate, Business Operations

OPPLOANS
CHICAGO

Why OppLoans?
Strong Growth and Profitability
OppLoans has grown 1,500 percent over the last three years, with 2018 marking the third year in a row we made the Inc. 500. We have facilitated almost a billion dollars of loans since our inception and surpassed $130 million of annual revenue in 2018. In 2019, we project to double revenue, while maintaining profitability.

Customers Love Our Product
OppLoans is committed to delivering a best-in-class experience to our customers. Don't believe us? See what our borrowers are saying on Google and the BBB!

Employees Love Working Here
With a dynamic startup culture and generous benefits, we've attracted top talent and boast one of the happiest offices in the country. We were recently named the 3rd fastest-growing startup by Built In Chicago and are looking to hire 100 new employees in 2019. In 2018, Glassdoor named us the 6th best place to work in the nation. Check out our reviews to see why our employees love us!

Business Operations (BizOps)
BizOps is the intersection of Business, Product, and Operations. The Analyst / Associate, Business Operations role is a cross-functional, highly-visible role, that will be the central hub to key stakeholders across various functions such as Credit, Marketing, Technology, etc.

Responsibilities:

- Analytics
- Junior level data scientist who loves to build models, software, projects, and solutions. Analyze data, create value, align team members, and get things done. Tackle ambiguous and complicated problems, and create rigorous solution methodologies.
- Understands and combines data from a variety of data sources to create meaningful analyses. Reports, extracts, segments, summarizes, and analyzes organizational data creating clear and meaningful graphs, charts and other visualizations.

- Research and recommend targets for key metrics and performance indicators using external benchmarks and internal data. Create predictive and statistical models to understand customer and agent behavior. Develop ML models and algorithms, together with the Technical teams, that tackle customer and credit problems.
- Write programming code in SQL, Python, R or similar to extract, merge, combine, analyze, and ultimately visualize and present datasets. Additional programming experience in Java and Clojure is a plus.
- Creative and imaginative problem solver who's excited to learn and identify opportunities and who's instinct is to take action and make improvements for the business and the team.
- Communication / Other
- Able to work independently and in teams. Resourceful, tactful, and motivational influencer who collaborates with other analytics team members and departments to understand operational, system, and sales processes to makes performance improvement recommendations. Gather business requirements for analytics projects and products with minimal direction and oversight.
- Communicate data-driven decisions, best practices, and results to customers in a clear and compelling manner, using written, verbal, and other mediums. Take ownership and responsibility in defining the direction of the business.
- General understanding of computer systems and programming languages in order to develop and deploy solutions across multiple platforms. Ability to deploy solutions to the cloud.
- Source and diligence new / innovative technology vendors that expand our Analytics toolkit. Maintain and grow our analytics infrastructure.

Ideal candidate:

- Must already be authorized to work in the USA.
- No relocation assistance provided, local Chicago applicants preferred.
- 1-4 years experience with the majority in a data analytics or data science capacity.
- Past experience in a high-growth startup is a plus.
- Undergraduate degree from top tier university. Post-graduate degree preferred.
- Programming experience required - SQL / Python / R.
- Additional programming experience in Java and Clojure a plus.
- High degree of proficiency working with data. Must have experience both in deep analytics as well as implementing strategic recommendations based on those analyses – "Data + Action."
- Working knowledge of data visualization tools such as Periscope, Tableau, etc.
- Strong verbal and written communication skills, especially in conveying analytical findings to key stakeholders.
- All-around "athlete" who is intellectually curious, highly analytical, and purposefully strategic.
- Organized, meticulous, and detail-obsessed individual.

Benefits/Perks:

- Fully stocked kitchen with healthy snacks & drinks available.

- Subsidized daily lunches.
- CTA & Metra benefit program.
- Free gym membership.
- Free shuttle passes to Metra stations.
- Casual dress policy.
- Discounted Divvy memberships.
- 401(k) match program.
- Free OppLoans apparel.
- Competitive salary and benefits package.
- Fun, fast-paced work environment.
- Employee and peer recognition program.
- Dynamic start-up culture and environment.
- Ability to make an immediate impact in a growth stage company.
- Flexible paid vacation policy.
- Free health benefit options.
- Intramural sports leagues.
- Weekly office events (happy hours, massages, game nights, private yoga sessions, catered breakfasts, etc.).
- Dual monitors and stand-up work stations.
- Convenient downtown Chicago office located in the heart of the city.
- Awesome panoramic office view of Millennium Park and Lake Michigan, with rooftop access.
- Equal opportunity employer.

HR Analytics Specialist

RELATIVITY

CHICAGO

At Relativity, we make software to help users organize data, discover the truth, and act on it. Our e-discovery platform is used by more than 13,000 organizations around the world to manage large volumes of data and quickly identify key issues during litigation, internal investigations, and compliance projects.

Here you can own your career in a community of values-driven people who help our customers around the world solve complex data challenges. If this sounds like the place for you, check out the details of this position below.

The **HR Analytics Specialist** is responsible for driving the Analytics program within the HR team, and shaping the metrics we deliver to other leaders in the business.

Role Responsibilities

- Support build and execution of analytics team vision and roadmap; Take a consultative approach to understand what questions HR and business leaders are trying to answer about our talent, and identify and develop solutions to answer those questions.
- Ensure HR and business leaders have the relevant metrics and data-driven insights to support HR/business decisions. Includes designing and developing dashboards, reports, presentations and visual aids to educate, inform and influence decisions.
- Work with Business Analytics team to automate where applicable and find alternative solutions when necessary.
- Develop and manage employee engagement measurement strategy and touch points (i.e. on-boarding, Pulse, Manager 360). Partner with HR Business Partners to analyze employee engagement data and suggest new areas of research and data collection. Summarize and present key findings/themes.
- Define and produce HR KPIs. Produce ad hoc, monthly, quarterly, and annual HR reporting and analysis of HR/workforce trends.
- Lead data set preparation, reporting and analysis for cross-HR projects as appropriate (D&I, compliance, compensation, benefits, etc.).
- Recommend opportunities to ensure data integrity and cleanliness. Leverage automation and self-service through systems (Workday, Tableau).
- Recommend and/or directly participate in external benchmarking initiatives.
- Seek external input and research to keep up to date on new concepts and ideas in the HR analytics space, with a focus on how they can be applied at Relativity.
- Assist with other Talent Development and Performance programs and projects as needed.

Qualifications

- 3-5 years' experience working with, analyzing, and reporting data
- Advanced knowledge of software and spreadsheet applications, complex formula and macro creation required (Excel - Macros, PivotTables, VLOOKUP).
- Comfortable dealing with large and complex data sets
- Experience working with Workday and Tableau
- #LI-MA1

Relativity has over 160,000 users in 40+ countries from organizations including the U.S. Department of Justice, more than 70 Fortune 100 companies, and all of the Am Law 200. Relativity's cloud solution, RelativityOne, offers all the functionality of Relativity in a secure and comprehensive SaaS product. Our company has also been named one of Chicago's Top Workplaces by the Chicago Tribune for seven consecutive years.
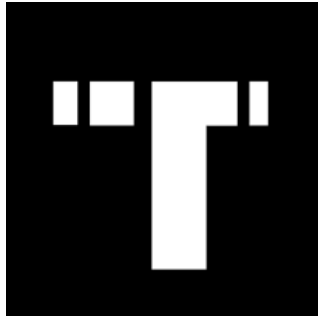
If you're ready to grow with us, we'd love to hear from you.

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin, disability or protected veteran status, or any other legally protected basis, in accordance with applicable law.

Operations Analyst

 Tempus Labs

Chicago, IL

Passionate about making a difference in the world of cancer genomics?

With the advent of genomic sequencing, we can finally decode and process our genetic makeup. We now have more data than ever before but providers don't have the infrastructure or expertise to make sense of this data. We're on a mission to connect an entire ecosystem to redefine how genomic and clinical data is used in clinical settings.

We are looking for an Operations Analyst to work with our Clinical Data team.

Responsibilities:

- Maintain clinical data abstraction pipeline, set team priorities to appropriately match commercial delivery timelines

- Maintain research pipeline and capacity

- Manage clinical data infrastructure, reporting, and KPIs

- Collaborate cross-functionally to ensure data is appropriately reflected and consumed by all Tempus teams

- Ad hoc projects to ensure operational excellence is maintained

Qualifications:

- Bachelor's degree in analytics, business, computer science, finance or economics

- 1-2 years of consulting, investment banking or operations

- Familiarity with SQL, Excel, and Tableau

- Excellent project management skill, with proven ability to execute highly complex projects with multiple cross-functional stakeholders

- Ability to effectively prioritize in a dynamic, and time sensitive environment with minimal guidance

- Impeccable written and verbal communication skills

- Ability to create tactical action plans and solve complex problems

- Highly analytical, entrepreneurial, and self-motivated

- Solution oriented mindset

We're looking for people who can change the world.

Who question the status quo and don't shy away from tough problems. For the builderwho are never done building and the learners who are never done learning.

We're looking for passionate people with undying curiosity.

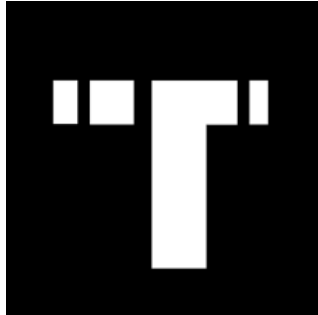Those who want to attack one of the most challenging problems mankind has ever faced…

head on.
Learn about our culture

Apply now

Data Analyst - Informatics

 Tempus Labs

Chicago, IL

Passionate about making a difference in the world of cancer genomics?
We now have more data than ever before but providers don't have the infrastructure of expertise to make sense of said data. Here at Tempus, we are building the infrastructure to modernize cancer treatment. We're on a mission to connect an entire ecosystem to redefine how data is used to improve patient outcomes.
We're looking for a highly-motivated analyst who loves working with data.

What you'll do:
As part of the informatics team, you'll play a key role in helping us aggregate data from many different sources to build the largest library of oncology clinical data in the world. You'll work with clinical data experts, data engineers, data scientists, and other analysts to ensure the quality of our data for analysis downstream.

Responsibilities
Query new datasets that we ingest to help us build a full picture of the data
Assist in building rulesets that define how we map external datasets to our data model
QA the normalization processes to ensure that the data adheres to a common set of standards
Analyze the quality of our data and insights that can be generated from it

Skills and Qualifications:
Bachelor's degree in Analytics, Computer Science, or Information Systems
2+ years of Python and SQL experience
Experience aggregating and normalizing healthcare data from various sources
Extremely high attention to detail and fast learner
Nice-to-haves:
Experience working with oncology data and clinical informatics
Familiarity with common healthcare vocabulary representation (e.g. SNOMED, RXNORM, ICD-9/10)
Github and AWS experience
[Apply now](#)

Research Assistant

Research assistant for Prof. Christopher Udry

Northwestern University

Lab co-founder and King Professor of Economics Chris Udry is hiring an undergraduate research assistant (RA) beginning Winter 2019. Work will include data cleaning, management, and analysis for one or more development economics research projects focused on Ghana. The candidate should be proficient in Stata and should have a solid foundation in econometrics and strong, long-term interest in development economics. Experience with ArcGIS and/or Python preferred. Please contract Andre Nickow (**a-nickow@northwestern.edu**) if interested.

Undergraduate research assistants: Each quarter, Lab-affiliated professors hire undergraduate research assistants to help with ongoing research analysis. Often, RAs will write Stata code that allows the research team to analyze large datasets collected from experiments in developing countries. RAs will also:

- Improve Stata skills
- Work with raw data from the field
- Gain a deeper understanding of development economics
- Learn directly from professors and development professionals

Go to the **EconLab website** to apply for current openings with **Lab-affiliated professors**, or email your CV at any time to Andre Nickow (**a-nickow@northwestern.edu**) and we will keep it on file until the next opening.

Study abroad in Ghana: The Department of Economics and the Global Poverty Research Lab are pleased to announce a new study abroad opportunity for Northwestern undergraduates at the University of Ghana – Legon in fall quarter 2019. What makes this opportunity unique is that students will be matched with a University of Ghana faculty member in order to conduct independent research on a project involving economic development. Highlights:

- Research: Students will be matched with a faculty member to perform data analysis in Stata on one of the faculty member's current projects. Potential topics include health, environment, labor markets, small enterprises, agriculture, and poverty and migration.
- Internship Opportunity: Students will have the opportunity to extend their time in Ghana by continuing their independent research with a related internship.

The application deadline is February 10. **Learn more.**