



SuperDataScience

TOP 5 THINGS

AI HIRING MANAGERS LOOK FOR



1. DATA VISUALIZATION AND COMMUNICATION SKILLS

Data visualization and the ability to communicate your findings are two key skills that hiring managers look for in candidates. Solid candidates are great storytellers who can convey complex ideas to both technical and non-technical audiences.

Hiring managers will assess your ability to understand problems at the business level and explain them without confusing technical jargon. For example, let's assume you excel at the technical side of your role and have developed, trained, and validated a new AI/ML model that could potentially enhance the revenue for the company you work for. Now it's time to gain management approval to roll out this solution across the organization. In order to proceed with your plan, you will have to present your work to senior management and convince them that your approach is worth the risk. If you are not able to correctly communicate the value of your approach to the management team, then the effort and resources that you have put in are in vain.

It's essential that you showcase your presentation and data visualization skills on your resume and in your portfolio.

2. DEMONSTRATE CONTINUOUS LEARNING

Hiring managers look for candidates who continuously learn and invest in themselves. They love to pick 'unicorn' candidates who possess excellent programming, math and presentation skills and have expert domain knowledge. Finding and retaining talent of this caliber can be tough.

As a candidate, how can you be a unicorn in a sea of resumes?

Thankfully, we live in a world of free information. Invest in yourself and acquire these skills to become unique, and hiring managers will come looking for you.

Since AI/ML is a relatively new field that advances very rapid, hiring managers look for candidates who are quick learners and who can easily adapt to new changes. Showcase your ability to learn and acquire new skills by including or pursuing certifications that you earned from various MOOCs and online courses.

3. DATA COLLECTION SKILLS

Data collection projects showcase a candidate's drive towards solving a problem. In the real world, the data collection process is complex, time-consuming, and requires significant skill to clean, perform feature engineering, and prepare for training. Try to showcase your ability and expertise on projects that involve data collection, data cleaning, and feature engineering. Candidates who showcase their ability to get out of their comfort zone and do this time-consuming and exhaustive work, send a strong signal to their hiring manager.

4. TECHNICAL EXPERTISE AND DOMAIN KNOWLEDGE

If you can pass the initial round of interviews and get into the technical/coding round, your interviewer will expect you to understand the inner workings of any Machine Learning and Deep Learning Model that you have worked on in your previous projects. Having strong technical expertise and domain knowledge will separate you from other candidates.

Simply put, if you tell your hiring manager why a given model predicted a particular output, then you can probably solve any problem that could arise from this model. Make sure you understand the fundamentals of the AI/ML models that you have used in the past before appearing for the technical interview.



5. PRODUCTION-LEVEL SKILLS

One last key skill that will make you stand out from the crowd is your production level experience, which includes your ability to write production-level code, deploy production level models at scale, along with your knowledge of the cloud infrastructure.

At the end of the day, you will be working for a software company and you must at the very least know the basics of software design, deployment, and maintenance.

It is very difficult for a single person to possess all of these skills, but if you aim to grasp 75% of the ones listed above, you could potentially be an ideal candidate for many AI-related jobs.

