

NLP for Classification: The Language of Job Postings

Using data science to find a data science future



Because you watched Crazy Ex-Girlf



easy

New Releases



Top Picks for Tim



Because you watched The Truman S

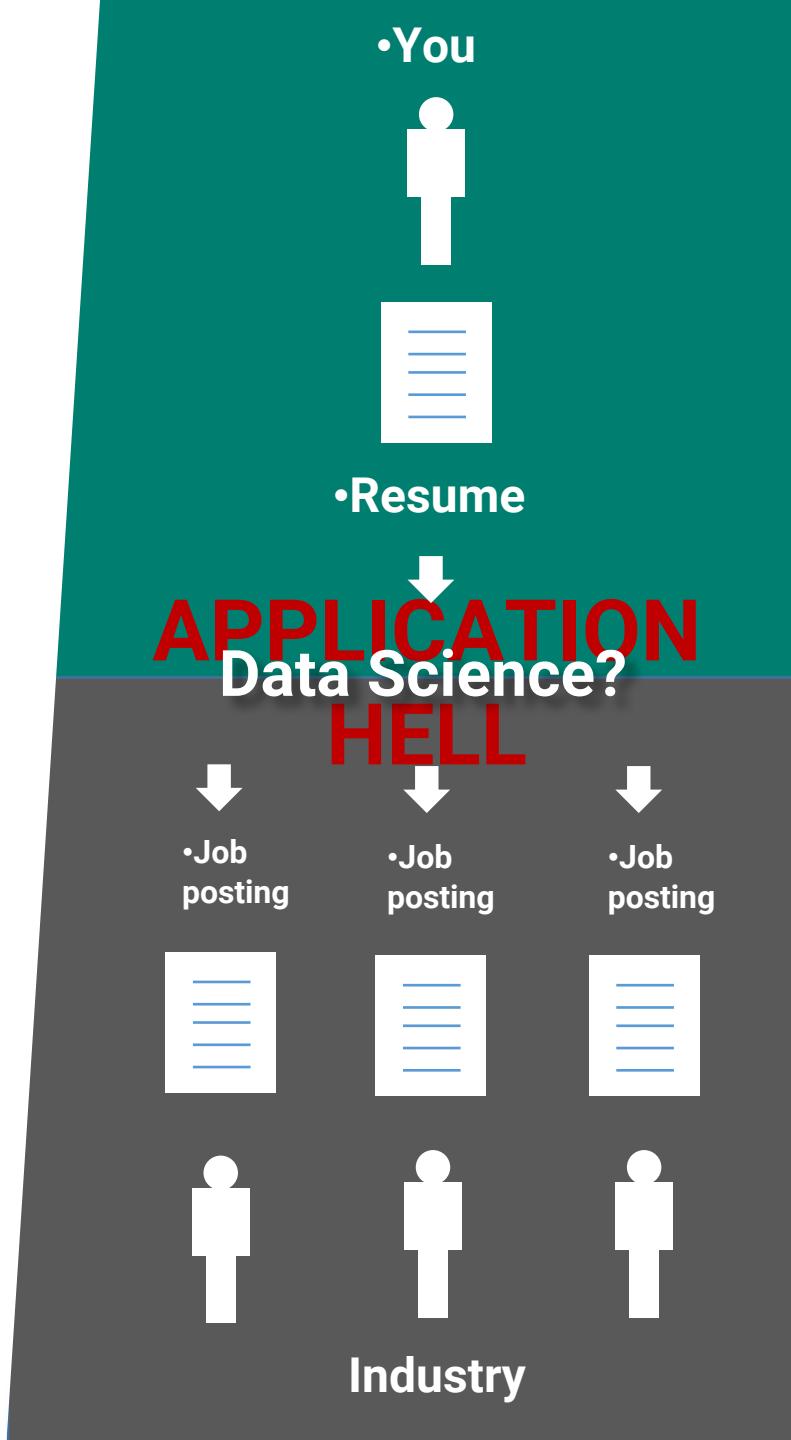


Imagine...

- Imagine having to search for new movies with a search bar:
 - Terminator with time travel
 - Star Wars in medieval times
 - Sleepless in Seattle without Seattle, or being sleepless
- Frustrating, inefficient, and slow
- We don't know the title of what we haven't seen
- This is **exactly** the current process for **Job Searching**

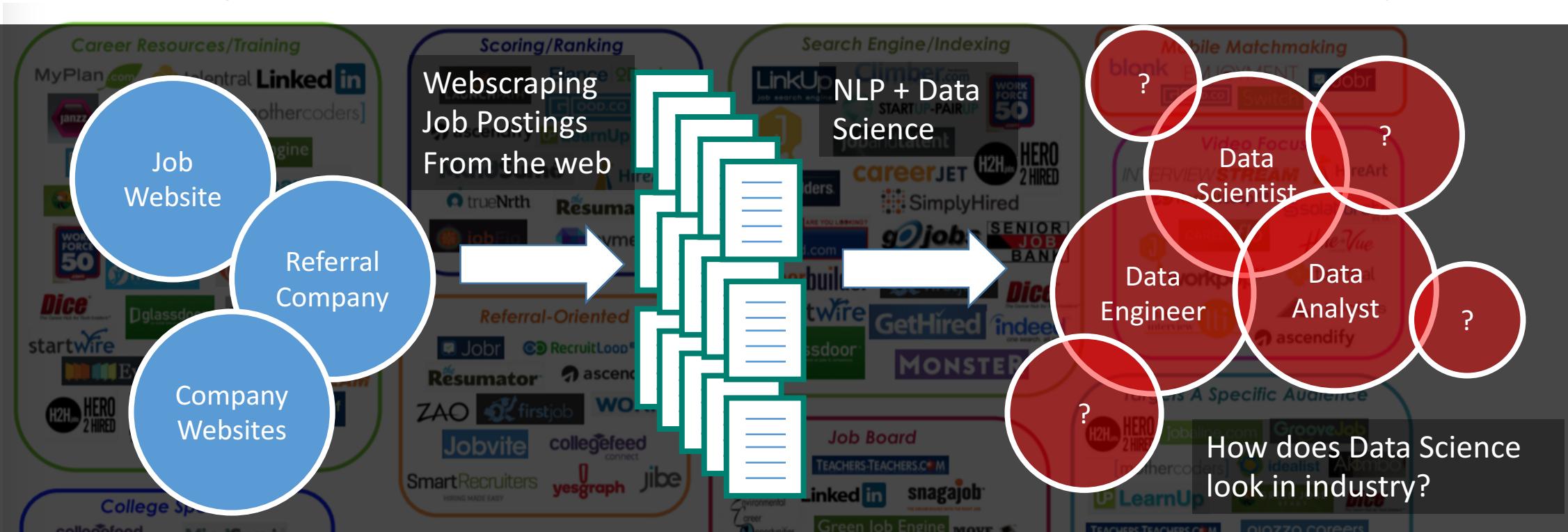
Introduction: Job Searching

- Job Searching is difficult
 1. Guess some search terms
 1. Either skills or titles
 2. Unfortunately “python”, “data”, and “science” are very generic. Compared to “dentist” or “CPA accountant”
 2. Searching on the web: Spray and Pray
- Can’t Data science help us find/understand the Data science industry?



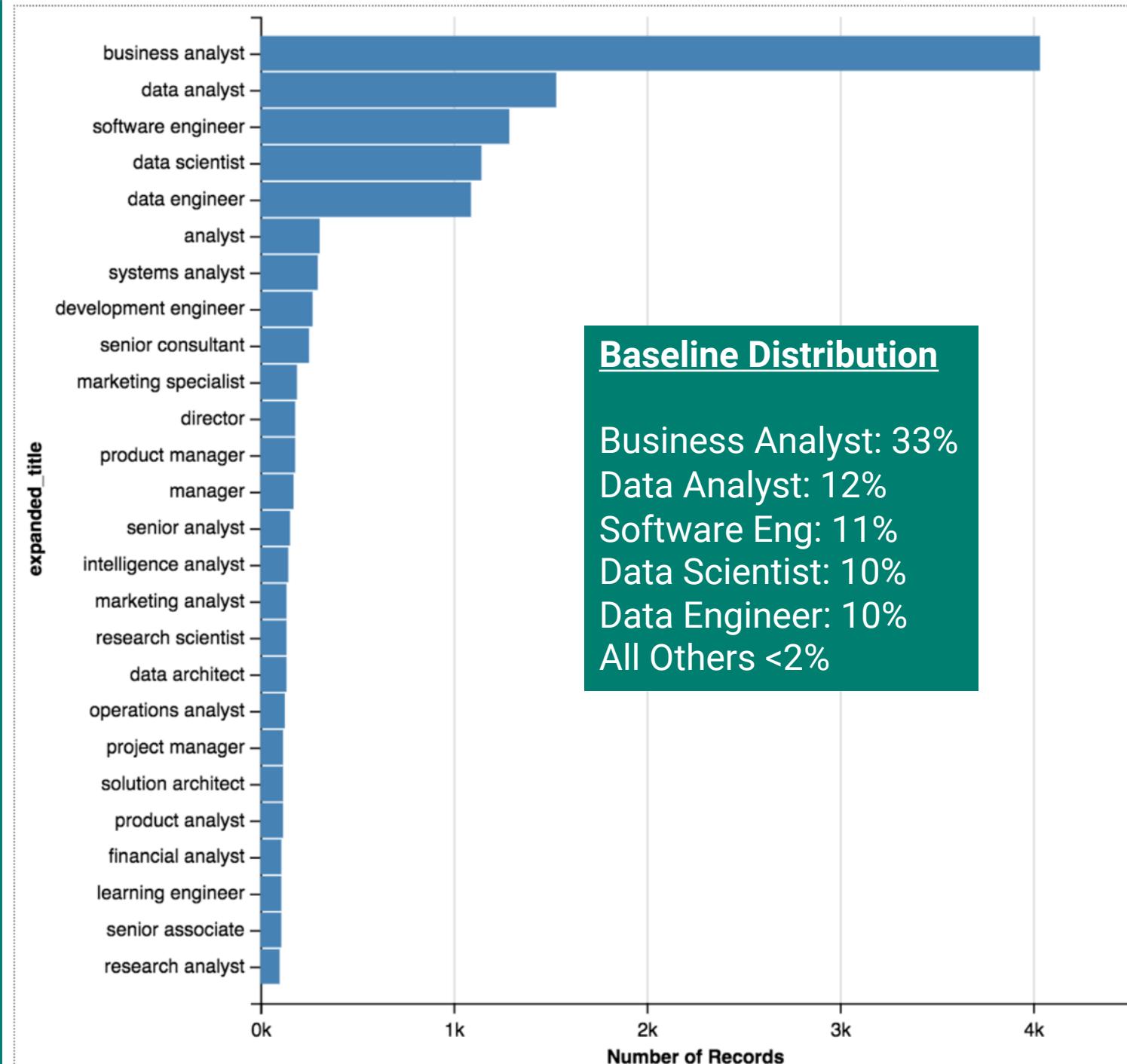
Problem Statement

- Can job postings be used to **predict job titles?**
 - Can data science help us apply to jobs?
 - What can job postings tell us about the Data Science Industry?



Baseline Titles

- Out of **22,000** job postings
- High frequency titles totaling **12,000** will be considered
- Long titles are reduced. E.g. “Senior Marketing Data Analyst”, and “Data Analyst of Cancer Research” are reduced down to “Data Analyst”



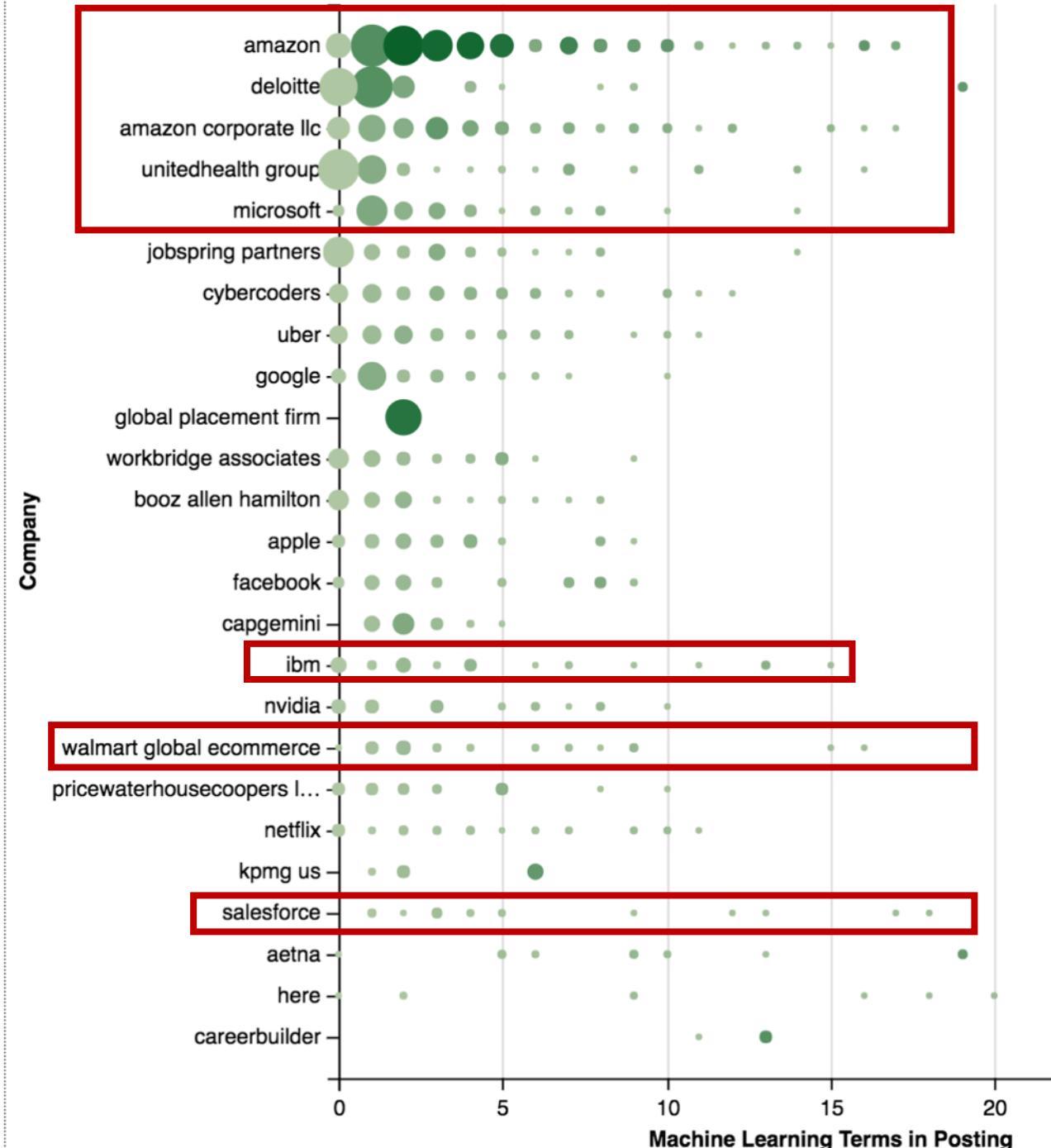
Postings with Data Science Terms

- '*data science*', '*deep learning*', '*machine learning*', '*prediction*'... were counted in all job postings collected
- Top job titles with these terms
 - Data scientist
 - Research Scientist
 - Learning Engineer
 - Software engineer
 - Data Engineer
 - Financial Analyst
 - Data Analyst



Companies with Data Science Terms

- Top companies with concentration of machine-learning related job postings companies from extraction (Sep 2016)
 - Amazon
 - UnitedHealth
 - Microsoft
 - Google
 - IBM
 - SalesForce



3 Levels of Text Detail Examined

Dataset #1: Full Text Posting

LinkedIn's rapidly re decisions major part of our data centric culture. This person will work closely with marketing, engineering, product management, and R&D teams to prototype and develop scalable data-driven applications. A candidate will be both technically strong and business savvy, with a style that's contagious.

Responsibilities:

Overall, a highly driven, results-oriented, creative and nimble problem solver who can "whatever it takes" to deliver business impact quickly. Ability to prioritize and manage in a chaotic fast moving environment. Work with a team of high-performing analytics professionals, Front end engineers to build scalable data applications. Propose ventures and ideas that translate into real-world prototypes. Create and share knowledge with a fearless attitude and broader audience in various formats.

Scaped
22,000 full
HTML job
postings
from the
internet

Basic Qualifications:
Bachelor's degree in a quantitative field such as Computer Science, Engineering, Operational Research, Statistics, Economics, etc.
3+ years' experience working in an Analytics, Data Science, or Engineering function
Experience using SQL
Experience coding in Python, Java, or equivalent
Experience communicating with non-technical colleagues

The engineering culture at LinkedIn is based on building and integrating systems while encouraging excellence, innovation, and taking initiative. Our engineers work in cross-functional teams and take initiative to move fast and break things. We believe in a culture of experimentation and learning. Our engineering culture is built on a foundation of trust, respect, and collaboration. We encourage our engineers to think outside the box and come up with innovative solutions to complex problems. We believe that by working together, we can achieve great things.

Predict Job Title

Dataset #2 Line Items

Basic Qualifications:

Bachelors degree in a quantitative field such as Computer Science, Engineering, Operational Research, Statistics, Economics, etc.
3+ years' experience working in an Analytics, Data Science, or Engineering function
Experience using SQL
Experience coding in Python, Java, or equivalent
Experience communicating with non-technical colleagues

Highly Preferred Qualifications:

Masters degree in a quantitative field such as Computer Science, Engineering, Operational Research, Statistics, Economics, etc.
5+ years' experience working in an Analytics, Data Science, or Engineering function
Experience working in the consumer web/internet domain
Experience with large-scale data on Hadoop
Web development experience (Javascript/CSS/HTML/D3/Highcharts)
Experience with statistical programming environments like R or equivalent
Experience with data mining, machine learning, or machine learning plus

Experience with data mining, machine learning, or machine learning plus

Predict Job Title

Dataset # 3 Hard Skills

Basic Qualifications:

Bachelors degree **in a quantitative field such as Computer Science, Engineering, Operational Research, Statistics, Economics, etc.**

3+ years' experience working **in an Analytics, Data Science, or Engineering function**

Experience **using SQL**

Experience **coding in Python, Java, or equivalent**

Experience communicating with **non-technical colleagues**

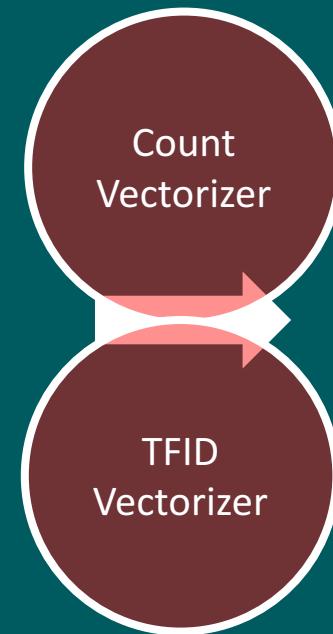
Predict Job Title

Features: Word Vectorizing

Raw Text

Experience working in the consumer web/internet domain
Experience with large-scale data on Hadoop
Web development experience (Javascript/CSS/HTML/L/D3/Highcharts)
Experience with statistical programming environments like R or equivalent. Experience with data mining, modeling, or machine learning a plus

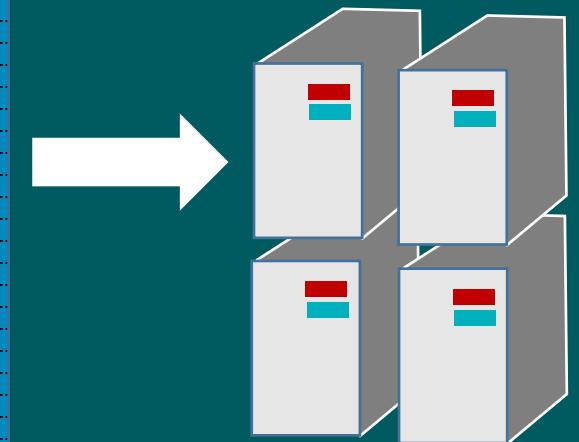
Python Tools



Abstract Text into Math Matrices

'Experience', 'working', 'in', 'the', 'consumer', 'web/internet', 'domain', 'Experience', 'with', 'statistical', 'programming', 'environments', 'like', 'R', 'or', 'Hadoop', 'Web', 'development',	'Javascript', 'CSS', 'HTML', 'D3', 'Highcharts', 'Experience', 'with', 'statistical', 'programming', 'environments', 'like', 'R', 'or', 'equivalent', 'Experience',	'with', 'data', 'mining', 'modeling', 'or', 'machine', 'learning', 'a', 'plus'
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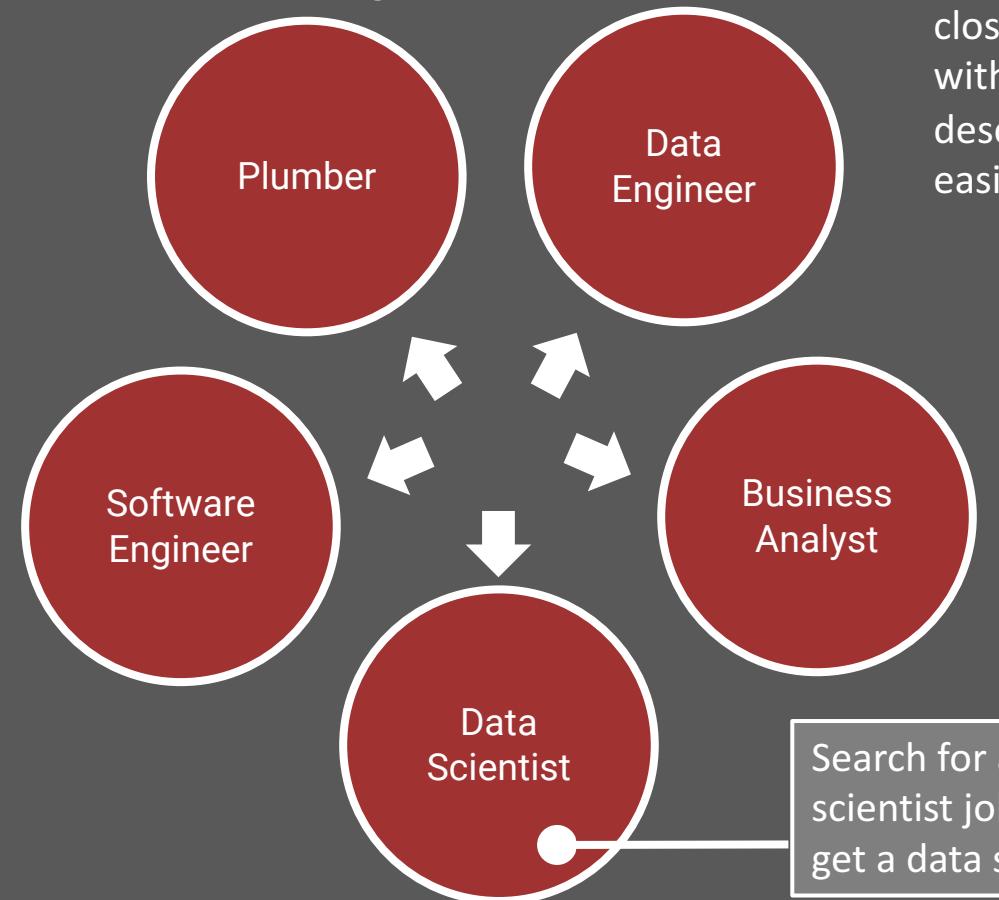
Run Data science Statistical Models for predictions



Distributed Computing

Job Posting to Predicted Titles Scoring

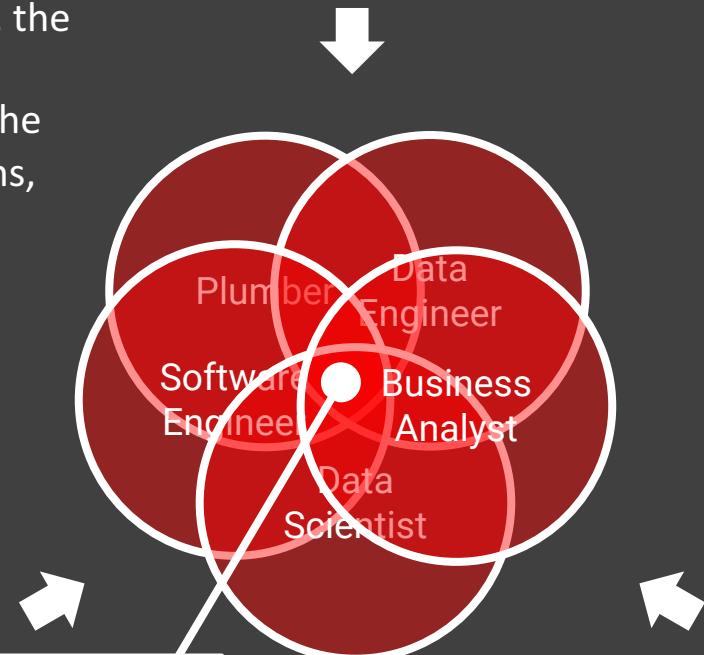
High Score ~ 1.00



A high score, titles are closely associated with their job descriptions and can easily be separated.

Low Score ~ 0.00

At a low score, the titles are not correlated to the job descriptions, a.k.a there is large overlap between different job postings



Logistic Regression Score ~0.60

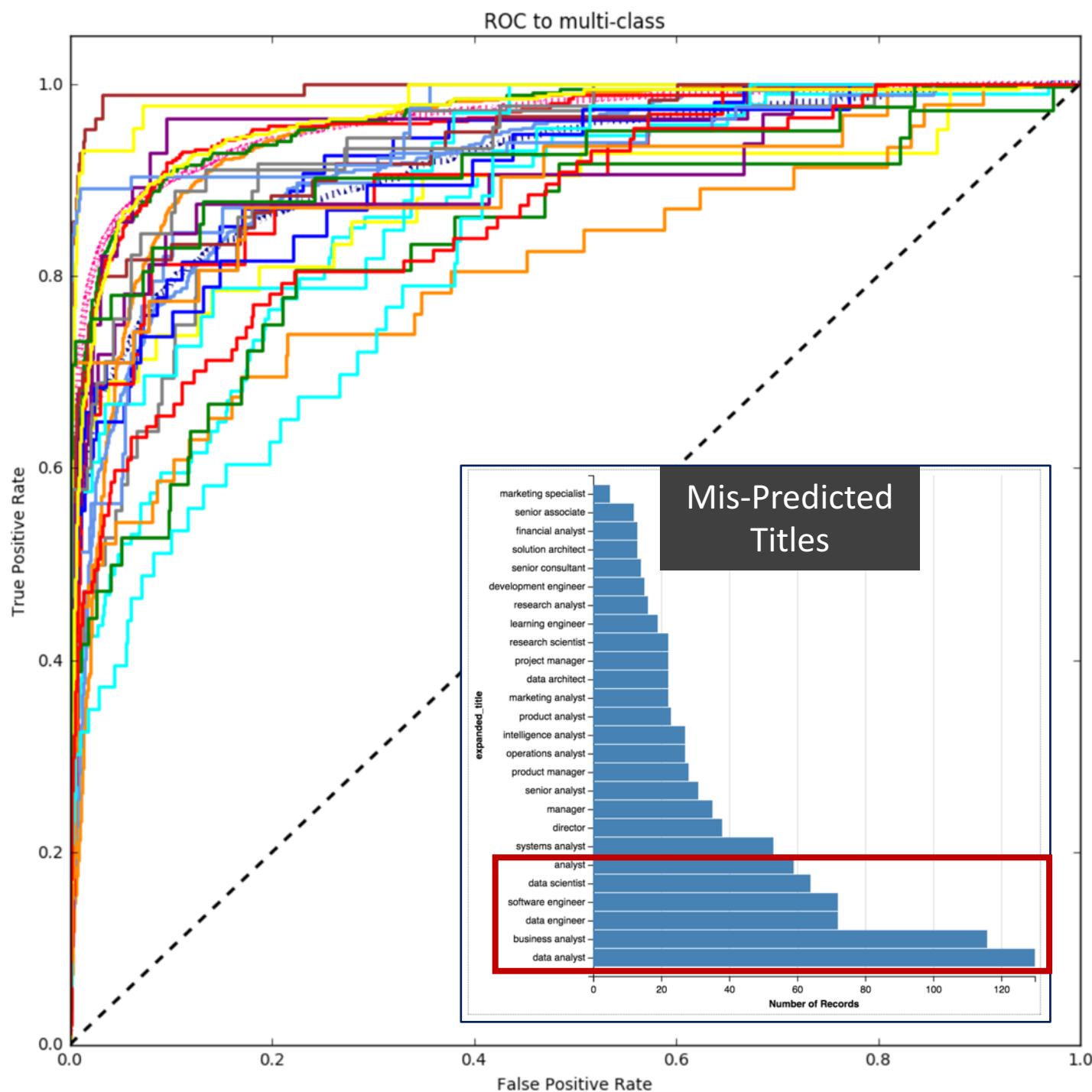
- Multi-class logistic regression
- Classification scores by Log C
- C = regularization constant

C	Log C
0.01	-2
0.1	-1
1.0	0
10.0	1
100.0	2



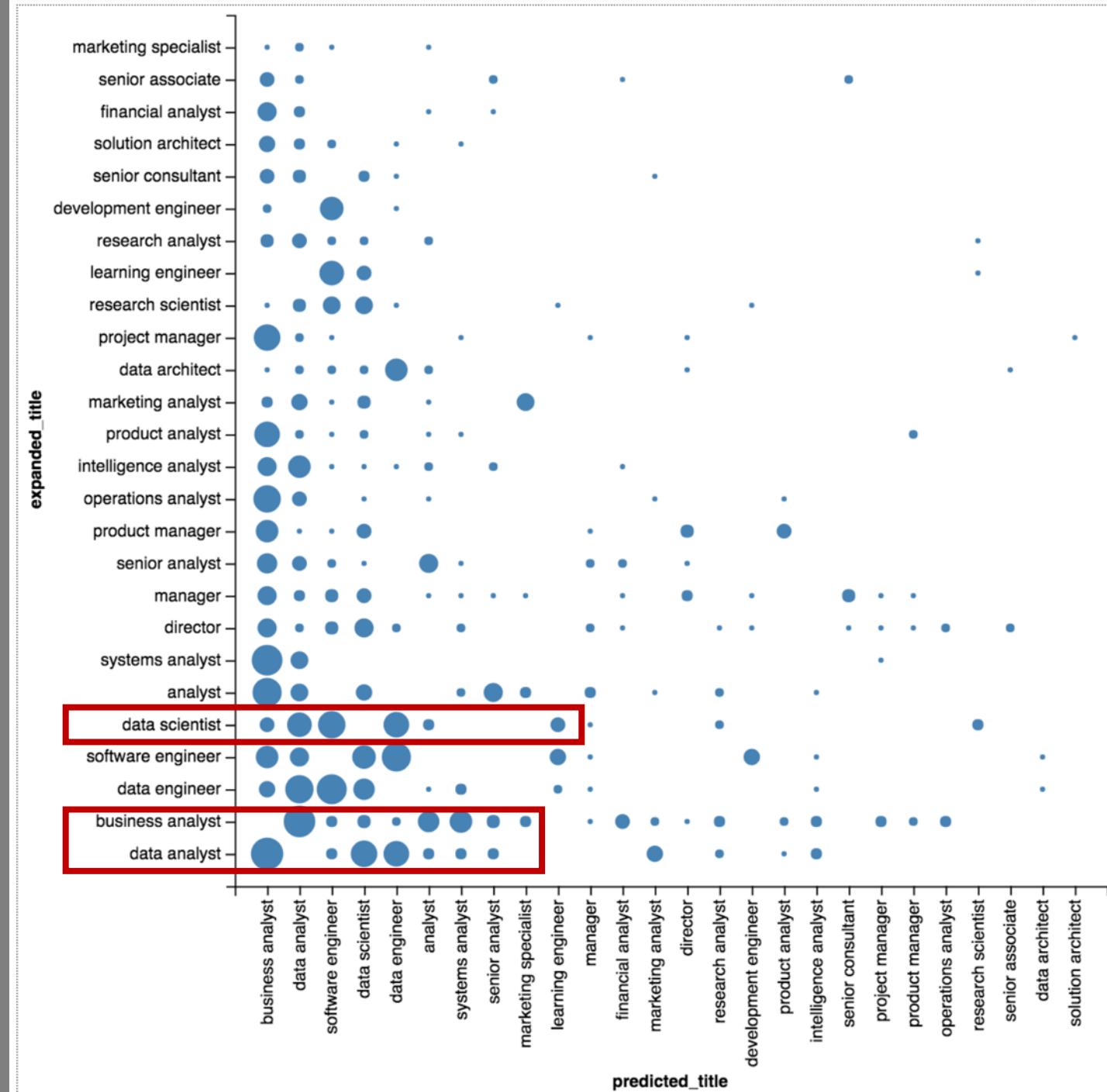
ROC Curve

- To the right is the ROC curves for all 26 different predicted titles.
- The poorest performing titles:
 - business analysts
 - data analysts
 - data engineer
 - Software engineer
 - data scientist



What wrong titles were assigned?

- All the "analyst" positions are very similar
- Data scientist mispredicted as these:
 - data analyst,
 - software engineer,
 - data engineer,
 - learning engineer,
 - business analyst,
 - research scientist



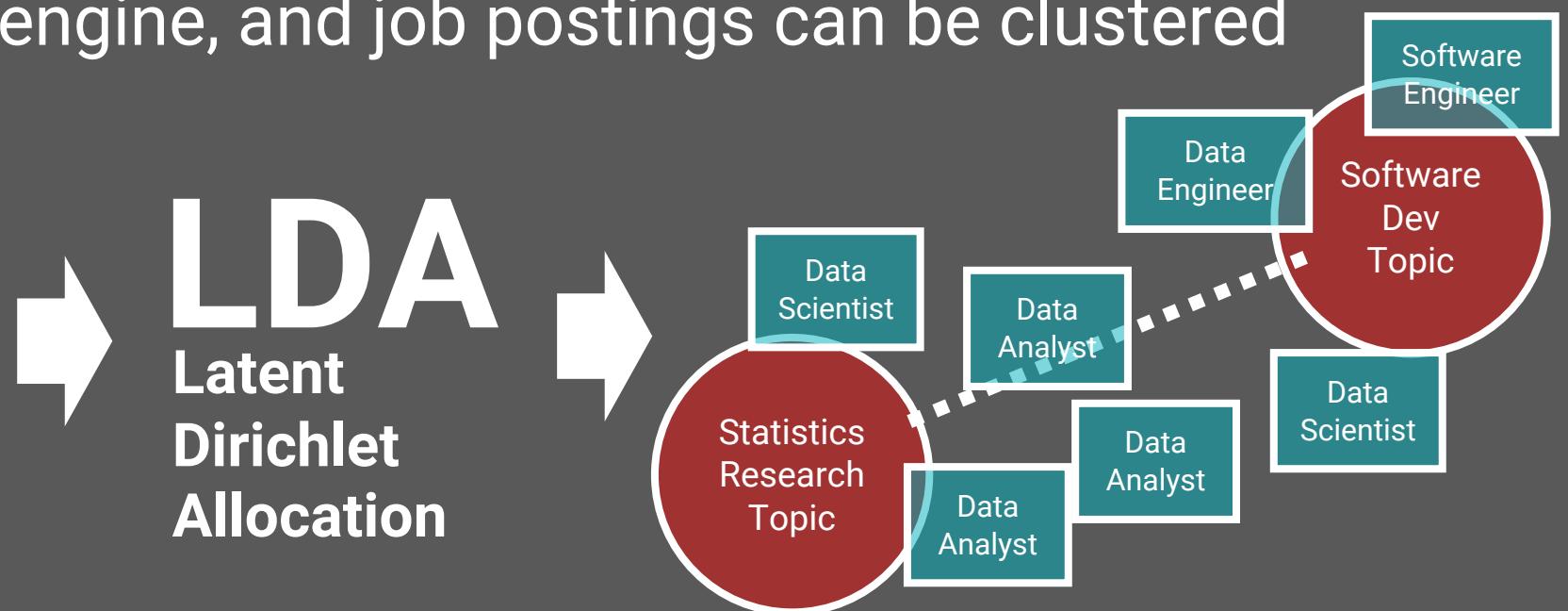
Takeaways

- Data Scientist industry is partially defined, but not completely: job postings have many same characteristics with data engineering, learning engineer, or data analyst
- Unfortunately data analyst titles are general : and are intermingled with all other analysts, system analyst, business analyst, senior analyst
- Data science is out there, though small: Even though CA is the biggest data science hub, there are smaller pockets of data science in the US even throughout the US. An additional time analysis can measure the growth of data science

Next: NLP Topic Modeling for Better Recommendations

- LDA Topic modeling was performed with full text, line item, and hard skill excerpts.
- The topic probabilities are then used to build an recommendation engine, and job postings can be clustered around topics

```
['Experience', 'Javascript',  
 'working', 'CSS',  
 'in', 'HTML',  
 'the', 'D3',  
 'consumer', 'Highcharts',  
 'web/internet', 'Experience',  
 'domain', 'with',  
 'Experience', 'statistical',  
 'with',
```



Questions?

Thank you for your time!

About Me

- Other Projects

- Data Science
 - Kaggle : HS Grad Rates
 - Kaggle : West Nile Virus
 - Movie Poster Recognition*
- Reporting/Analytics
 - Enterprise Contra Discount ReEngineering
 - M&A SAP Financials slicer
 - MS SQL to Oracle ETL library
 - JQuery P&L dashboard
 - Balance Sheet dummy (accounting) data generator

- Interests

- Making things faster/more efficient:
- Image Recognition
- Neural Networks
- Audio Recognition
- Natural Language Processing
- Big Data / Spark
- Python
- Scala



Tim Lee
MS + BS. Mech Eng.
@ UCLA
G.A. Data Science Alum

Previous Hats:
Data Analytics Manager
@ PWC SJ

Stress Engineer
@ Rolls Royce

ERP Sales Engineer
@ GoEngineer

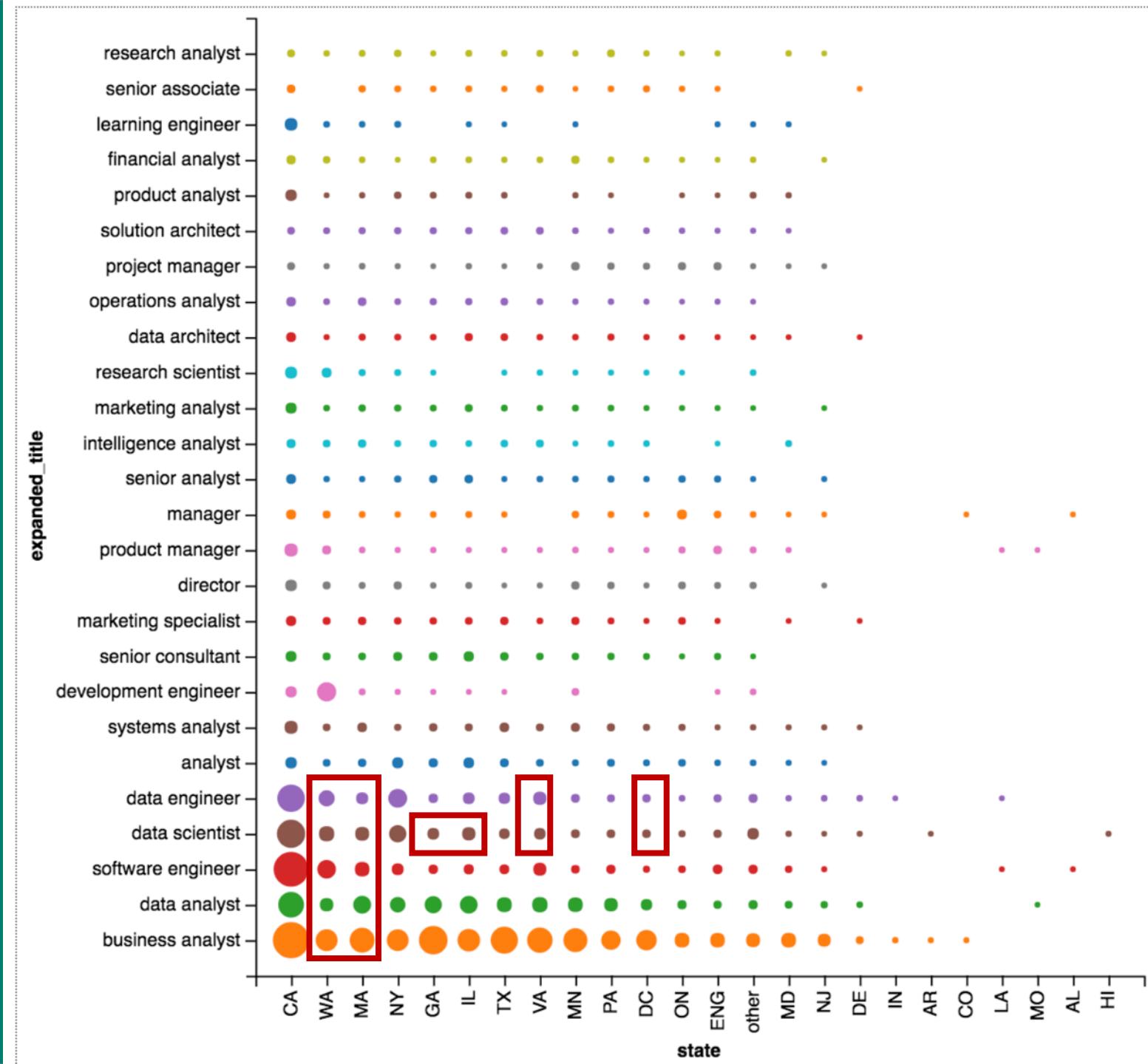
Free Lance Webdesigner

Appendix

Additional Charts

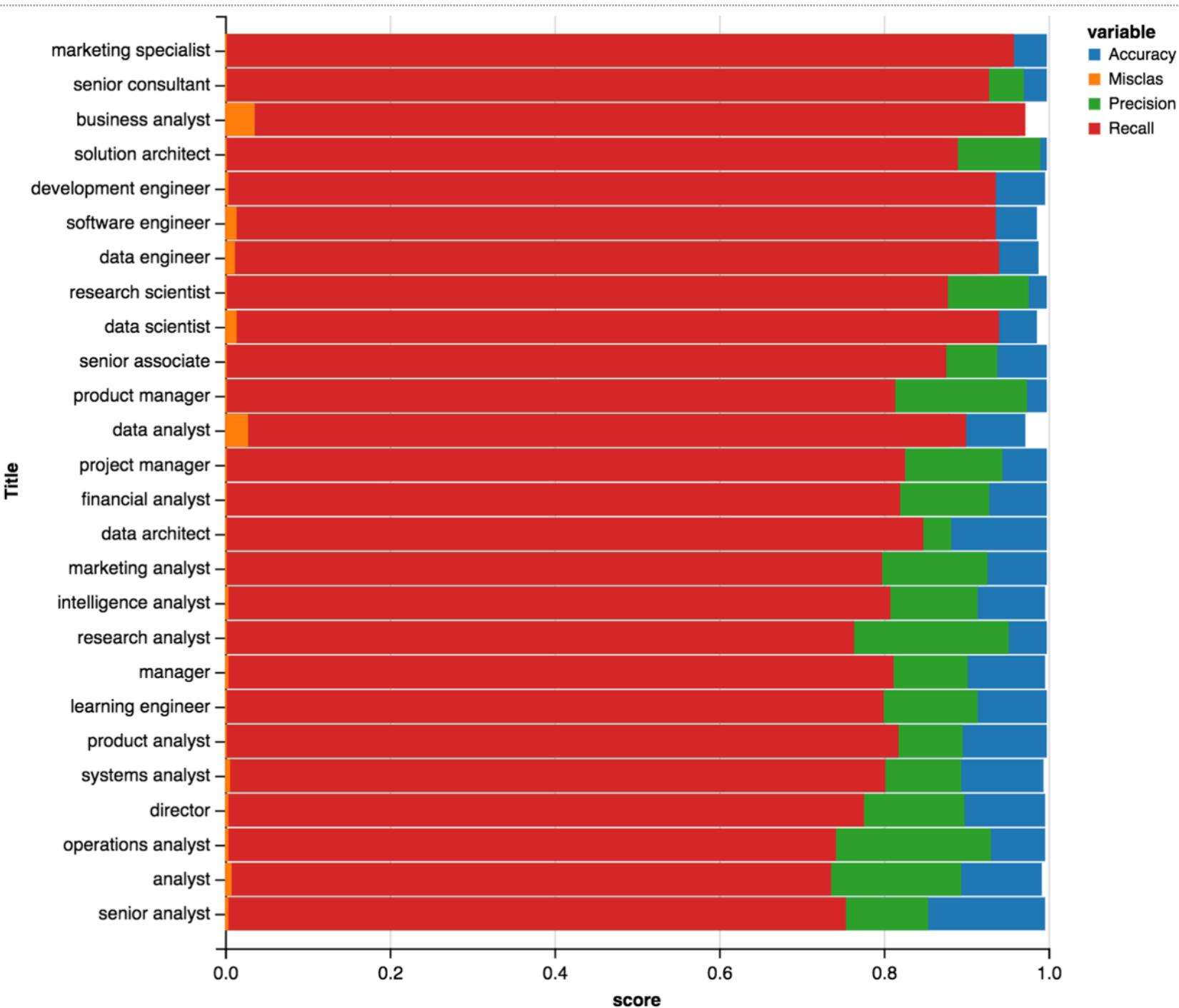
Job Titles by State

- Aside from CA, NYC, there are machine learning opportunities in
 - WA
 - DC
 - MA
 - GA
 - VA
 - TX



Confusion Matrix

- Overall high accuracy.
Lowest recall is clustered around the “Analyst” job titles



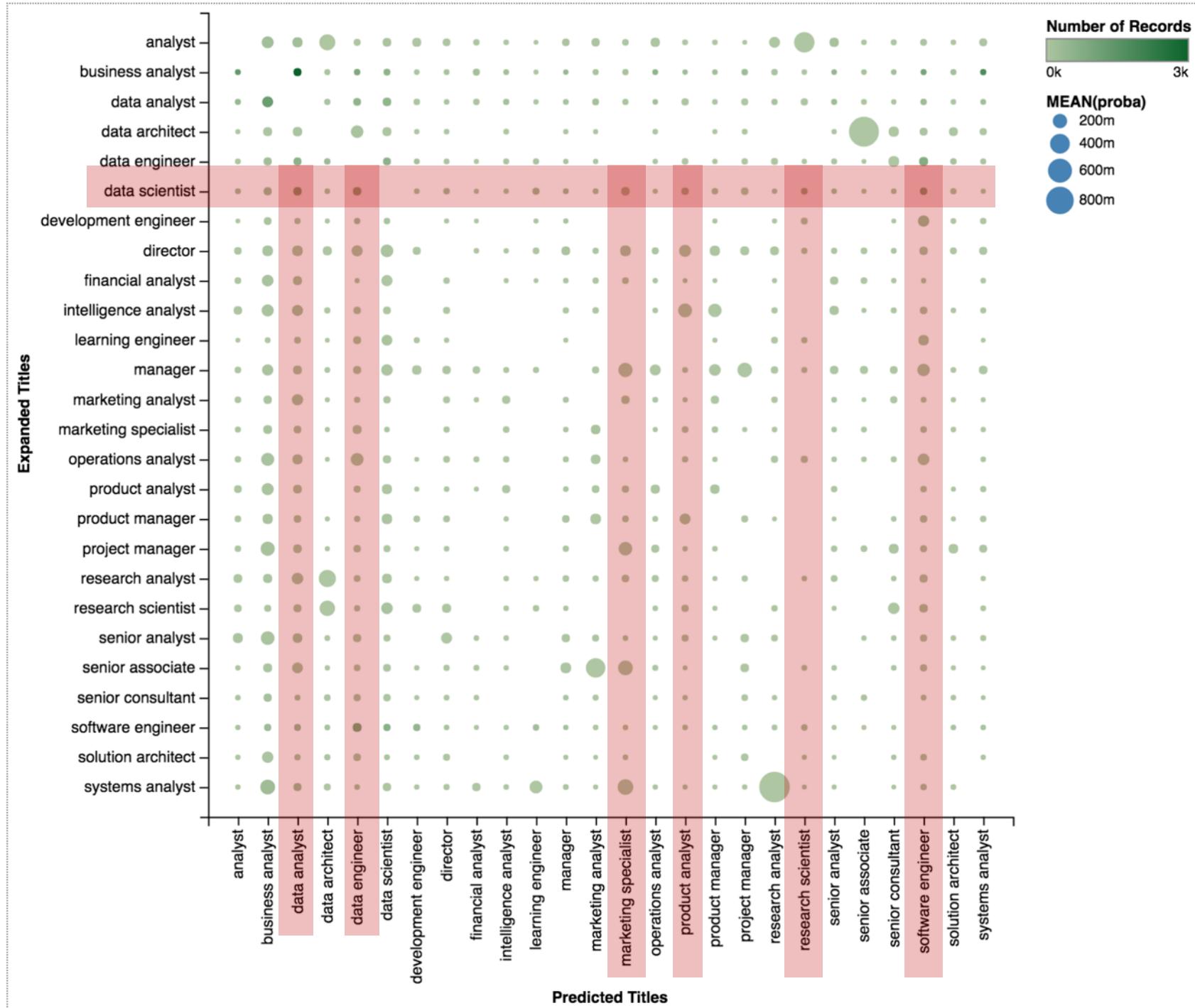
“Analyst” Titles: Common Words

	Data Analyst	Business Analyst	System Analyst
Larger Beta Coefficients	Machine	Machine	Systems
	Amazon	Entry	Models
	Aws	Quarterly	Employees
	Phd	Spark	Medtronic
	Build	Python	Sig
	Familiar	Bsa	Bsa
	Abuse	Hadoop	Integrity
	Java	Java	Processing
	Benchmarking	Medtronic	Primary

Smaller Beta Coefficients			

Title Similarity

- After using logistic regression, we have a probability table.
 - Data scientist has relations to:
 - Data analyst
 - Data Engineer
 - Marketing Spec.
 - Product Analyst
 - Research Sci.
 - Software Eng.



Sample Topics Extracted from Different Data Sources

	Full Job Posting Source Materials				Hard Skill Posting Source Materials			
General Topic	Generic Business	Machine Learning Software	Data / Stats Analyst	Web Developer	Generic Business	Big Data / Tech Heavy	Consulting /	Reporting / Databases
Top Words, ordered by topic importance	business + requirements + experience + project + management + skills + ability + work')	experience + learning + data + team + machine + work + software + science')	data + analytics + business + experience + analysis + statistical + insights + skills')	experience + software + development + design + technical + systems + applications + web')	business + requirements + project + process + development + management + technical + functional')	data + java + hadoop + big + experience + systems + python + technologies')	environment + fast + paced + work + business + team + data + effectively')	data + business + sql + reporting + tools + analysis + analytics + reports')