

Job Description (JD)



TO BUILD BEAUTY, MAKING THE WORLD A BETTER PLACE <i>As Global No1.Cosmetic Company, our L'Oreal Mission is to Bring the Best Beauty to Customers who seek for Better Beauty</i> <i>For our Mission, we Prioritize on Talents, with Passion, Innovation and Vision & Leadership Ambition to Lead the Company's Future</i>
Job Position
Chief Data Analytics Officer
Reporting to the country CFO with a dotted line into the zone CDAO. The Chief Data Analytics Officer (CDAO) leads the team of data professionals, to align data vision, manages execution of data initiatives, and ensure business is powered by data solutions & analytics products.
This position will be responsible for:
Value Proposition
The Chief Data Analytics Officer (CDAO) is a critical leadership role responsible for defining and executing L'Oréal's data analytics strategy. This individual will lead a team of data scientists, analysts, and engineers to extract actionable insights from vast datasets, driving data-informed decision-making across all areas of the business, including marketing, digital, sales, supply chain, CMI, and finance. The CDAO will be a champion for data literacy and a key driver of L'Oréal's digital transformation.
Roles & Responsibility
<p>1. Strategy & Vision: Develop and implement a comprehensive data analytics strategy aligned with L'Oréal's overall business objectives. Identify and prioritize key business problems that can be solved through data analytics. Stay abreast of the latest trends and technologies in data science, machine learning, and artificial intelligence, and evaluate their potential application to L'Oréal.</p> <p>2. Team Leadership & Development: Build, lead, and mentor a high-performing team of data scientists, analysts, and data engineers. Foster a culture of collaboration, innovation, and continuous learning within the data analytics team. Provide guidance and support to team members in their professional development.</p> <p>3.Data Management & Infrastructure: Collaborate with IT and other stakeholders to ensure the availability of high-quality, reliable data. Oversee the design, development, and maintenance of data infrastructure, including data warehouses, data lakes, and analytics platforms. Ensure compliance with data privacy regulations and ethical guidelines.</p> <p>4. Analytics & Insights Generation: Lead the development and deployment of advanced analytics models (Atlas, GCP, Space, ...), machine learning algorithms, and statistical analyses to generate actionable insights. Oversee the creation of dashboards, reports, and visualizations to communicate insights to stakeholders. Partner with business units to understand their data needs and provide analytical support.</p> <p>4. Business Partnership & Influence: Serve as a trusted advisor to senior management on data-related matters. Communicate complex data insights in a clear and concise manner to non-technical audiences. Influence decision-making at all levels of the organization through data-driven recommendations. Collaborate with external partners recommended by Group or Zone to leverage external expertise and resources.</p>
KEY STAKEHOLDERS
<ul style="list-style-type: none">• Executive Committee members including Nihon L'Oreal CEO and CFO (N+1)• Zone CDAO and Group CDAO.• GMs and business owners (Nihon L'Oreal).

PROFESSIONAL & TECHNICAL COMPETENCIES

- Strategic mindset and solid technical expertise on data quality, data architecture & platforms, etc.
 - Able to prioritize data initiatives and navigate within the organization, with prominent communication skill especially on C-level stakeholder management
 - Leadership experience in leading large transformation projects in a matrix / complex organizaion
 - 10+ years of experience in data analytics, with a proven track record of leading and managing data science teams.
- Deep understanding of statistical modeling, machine learning algorithms, and data visualization techniques.
- Experience with a variety of data analytics tools and platforms (e.g., Python, R, SQL, Tableau, Power BI, cloud-based data platforms).
- Experience in the consumer goods or beauty industry is a plus.

OTHER MUST HAVE ASPECTS

- Japanese proficiency, business level or above, spoken and written
- English proficiency, business level or above, spoken and written

Personal Attributes:

- Strategic thinker with a results-oriented mindset.
- Passionate about data and its potential to transform the business.
- Strong communicator and influencer.
- Collaborative and team-oriented.
- Adaptable and able to thrive in a fast-paced environment.
- Curious and always seeking to learn new things.

PREFERRED QUALIFICATIONS

- Target industries: Banks/Insurance
- Data specialist