

Use Case Proposal – Week 1

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Project Title:

Global AI Talent Intelligence Consulting

Industry:

Management Consulting / Human Resources Analytics / Business Intelligence

Organization Description (Consultancy Firm):

Our consultancy, AI Talent Intelligence Consulting, specializes in data-driven workforce strategy. We help multinational companies, startups, and tech organizations make informed decisions about hiring, compensation, and remote work using Business Intelligence and labor market analytics.

The firm delivers insights through dashboards, KPIs, and analytical reports based on large-scale global job market and salary datasets.

Business Problem:

Organizations face challenges in hiring AI talent due to lack of visibility and fragmented data. Specifically, they struggle with:

- Benchmarking global AI salaries
- Identifying cost-efficient hiring locations
- Planning remote vs onsite hiring strategies
- Understanding how experience impacts compensation

As a result, companies risk:

- Overpaying for talent
- Hiring in suboptimal regions
- Losing competitiveness in the AI job market

⇒ Our consultancy addresses these challenges by building a Business Intelligence solution that analyzes global AI job market data to support evidence-based HR and recruitment decisions.

Business Objectives:

- Provide salary benchmarks by role, country, and experience
- Identify high-demand AI roles
- Support remote hiring strategies
- Optimize global workforce planning
- Enable executives to make data-driven recruitment decisions

Dataset Description:

Dataset: Global AI Job Market and Salary Trends (2025)

Source: Kaggle

Size: ~10,000+ job records

Content includes:

- Job titles
- Countries and regions
- Experience levels
- Employment type (remote / hybrid / onsite)
- Salaries (USD)
- AI-related skills

The dataset is transformed into a star schema with one fact table and multiple dimension tables, making it suitable for Business Intelligence analysis.

Link :

https://www.kaggle.com/datasets/bismasajjad/global-ai-job-market-and-salary-trends-2025?utm_source=chatgpt.com

Analytical Questions (≥ 10):

1. What is the average AI salary by country?
2. Which countries offer the most cost-efficient AI talent?
3. How does experience level affect AI salaries?
4. What are the top-paying AI roles globally?
5. Which AI roles have the highest demand?
6. What percentage of AI jobs are remote, hybrid, or onsite?
7. How does salary differ between remote and onsite positions?
8. Which regions show the highest growth in AI job postings?
9. What is the salary gap between junior and senior AI roles?
10. Which AI skills are most associated with higher salaries?
11. Which countries dominate remote AI hiring?

Key Performance Indicators (≥ 8 KPIs):

1. Average AI Salary (USD)
2. Median AI Salary by Country
3. Number of AI Job Postings
4. Salary by Experience Level
5. Remote Job Percentage
6. Salary Difference: Remote vs Onsite
7. Top 5 Highest-Paying AI Roles
8. Job Demand by Region
9. Senior-to-Junior Salary Ratio
10. Remote AI Job Share by Country (%)

All KPIs are numeric, measurable, and derived from the fact table.

Conclusion:

This project provides a complete Business Intelligence use case by combining a large dataset, a clear business problem, measurable KPIs, and a robust data model.

Our consultancy approach ensures the solution is practical, realistic, and aligned with real-world business needs, helping organizations make informed, data-driven decisions about AI talent globally.