

Our innovative and growing company is hiring for a data expert. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for data expert

- Very good level of MS Excel (VBA will be a solid asset)
- Bachelor's / Master's degree in an accounting related discipline - however we are welcome to see applications from all fields of studies as we provide an extensive training
- You will provide on-going support to the business on complex aspects of compensation & benefits
- You will provide insights, observations and recommendations based on the analysis and reports produced and take an active part in decision making, providing simulations and alternative solutions
- You will provide insights and recommendations to HR and C&B Lead regarding non-standard / tailored compensation & benefits packages, based on research and data analysis
- You will be expected to be up to date with C&B trends and market practices and apply insights to compensation & benefits strategy
- You will provide insights and observations based on C&B surveys and market practices analysis and recommend on related C&B policies
- You will manage cross company costs analysis and forecasts, providing data and coordinating with corporate economics and management
- Monitors costs and budgets during the year for specific employee related costs
- Be part of the core unit that will define, shape and organize the compensation and benefits structure of the company

- Have working experience with databases and SQL, with SAP applications and Analytics tools like SAP HANA, with data warehousing, data management and Big Data technologies lifecycle management of software solutions
- Be creative and motivated team player with strong communication and presentation skills in English and Mandarin
- Comprehensive knowledge of healthcare data
- General knowledge of relational database and database structures
- Project management experience in a health care or medical research environment
- Exceptional analytic and critical thinking skills, judgment and management skills, writing skills, communication skills and consulting skills