Our growing company is hiring for a talent analytics. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

Responsibilities for talent analytics

- Employ a high degree of business acumen to connect your understanding of trends in the labor market to how TA should use data and analytics to be more effective
- Consult with TA teams to build the reporting infrastructure necessary to collect and analyze TA data, offering actionable analysis, and developing reports for TA leadership and their teams for use with the businesses they support
- Oversee data telemetry of TA systems, ensuring sourcing, hiring and onboarding activities get accurately captured through data
- Design a standardized reporting and analytics cadence that meets TA leadership requirements and can scale accurately and efficiently
- Use your knowledge about TA and HR systems to drive accurate data collection, clean and standardize data, combine data from different sources, often with advanced tools/methodologies
- Champion data accuracy and analysis and help influence change in TA operations, processes and programs
- Create, maintain and ensure quality and integrity of all TA data, reports, and metrics
- Leverage analytics knowledge and utilize a variety of tools to frame complex problems in creative ways
- Generate data graphs/visuals (in various tools) with ease so that data insights 'pop' and are connected to key business and TA drivers
- Analyze data to identify trends and uncover potential issues, then work with

Qualifications for talent analytics

- Experience and proficiency in descriptive statistical analysis, , correlation, standard deviation
- Package insights by talent or business group and determine ways to provide information in a consistent and meaningful way
- Identify opportunities for enhancement, improvement, automation, and synergies to existing reporting tools and capabilities
- Gather data and prepare standard and ad-hoc TA reporting, scorecards, dashboards, and analysis on key TA metrics using the Success Factors ATS, Avature CRM, Workday, Visier, and MS Office suite of products
- Bachelor's Degree in Information Systems/Computer Science or mathematical field such as Statistics, Operations Research, Actuarial Science or Applied Mathematics, or equivalent experience providing data analysis to an HR or TA function
- Demonstrated ability to build statistical models needed to understand issues and forecast impacts of change