



Example of Talent Analytics Job Description

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Our company is searching for experienced candidates for the position of talent analytics. 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 talent analytics

- Monitoring productivity and making recommendations for example training
- Recommending adjustments in staffing to meet the needs of the business
- Providing daily reports to the client
- Maintaining the script repository, Standard Operating Procedures, and Workflows
- Leveraging business knowledge aligned to business objectives, processes, measurements and tools to analyze client business issues, formulate hypotheses and test conclusions to determine appropriate solutions
- Own all Talent and Recruiting data engineering, model and architecture
- Partner directly with various business teams to brainstorm and come up with smart data solutions
- Provide expert advice and education in the usage and interpretation of data for the Talent and Recruiting groups
- Partner with Corporate Marketing and other global business leaders to effectively assess needs and implement programs to accomplish business objectives and increase revenue globally
- Collaborating with key internal stakeholders to determine how best to leverage predictive modeling to support business objectives

Qualifications for talent analytics

- Balances urgent and effective action, a commitment to excellence, and takes

- Uses strong communication and listening skills to deliver messages in a clear and compelling manner
- High attention to detail and strives for accounting level precision of data
- 5 - 7 years Data Anytics experience, preferably in the Human Resources Talent Management arena
- 2 years of Microsoft Office Suite
- Extensive experience working with distributed computing tools such as Spark, Hadoop, Pig, Hive or other NoSQL or scripting experience