



Example of Talent Analytics Job Description

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Our growing company is searching for experienced candidates for the position of talent analytics. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don't fill all of the qualifications, you may still be considered depending on your level of experience.

Responsibilities for talent analytics

- Organize and lead the aggregation of large amounts of data, build analytic models and tools, and perform strategic analysis (e.g., descriptive statistics, segmentation, trend analysis, linear regression, logistic regression, factor analysis, cluster analysis, ANOVA, t-test, moderator analysis)
- Consult with T&HCS and Business Unit (BUs) stakeholders to generate workforce hypotheses by asking incisive questions
- Present, explain and discuss results of analyses concisely and effectively to drive fact-based decision making at all levels within the organization
- Conduct external benchmarking on key metrics, analytics practices and tools
- Leading complex analytics projects to identify the drivers of employee or workforce outcomes or to identify the impact the workforce has on business outcomes
- Leading both the program management, analysis of employee surveys, including the annual Vital Signs Survey to measure Employee Engagement, other ad hoc surveys, and the relationship/vendor management of the survey tool/technology providers
- Applying data science methods to extracting, transforming and building the data sets necessary for advanced analytics projects
- Deliver reporting solutions using our primary reporting toolset – Workday
- Establish knowledge of talent strategies and needs in assigned businesses, areas, and functions
- Participate in projects to select, design, develop, test, train, and implement

Qualifications for talent analytics

- Advanced technical skills in a range of database and analytics tools and software
- Strong, recent, hands on expertise in data architecture and programming in languages such as Python
- Excellent at data profiling and ability to perform complex data analysis
- A critical thinker who thinks 'outside the box' to find creative, elegant ways to solve technical challenges
- Great attention to detail, thinking through downstream effects of data architecture on BI and analysis, pre-emptively diagnosing potential pain points for stakeholders
- Ability to take initiative and/or independently respond to situations appropriately and professionally