



Example of Talent Analytics Job Description

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Our company is growing rapidly and is looking to fill the role 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

- Analyze data and create appropriate reporting formats
- Provide subject matter expertise sales support to the Sales teams to qualify opportunities by interpreting client discussions on issues and needs
- Serve as a senior advisor for the Talent Analytics and Assessment product portfolio to the client/delivery team and take an active role in delivery of sold business
- Build AchieveForum's Thought Leadership by speaking at marketing events and conferences, writing POV's and articles and personally developing their own expertise in transforming and improving performance through analytics and assessments
- Partner and serve as a resource to global sales and marketing teams to provide support, training, product launches, and education on the Talent Analytics and Assessment product portfolio
- Contribute to the internal organization through sharing best practices, engaging in regular peer coaching, and external networking
- Interfacing with other technology teams to extract, transform, and load data from a wide variety of data sources using AWS data platform technologies such as RDS, RedShift, S3, data manipulation in languages such as SQL, Python, Scala and Java
- Interfacing with business customers to gather requirements
- Modeling data and metadata to support ad-hoc and ongoing reporting
- Owning the design, development, and maintenance of ongoing metrics,

Qualifications for talent analytics

- Demonstrated experience in creating metrics that help to identify trends, solutions and actions to address challenges
- Experience leading small-to-large scale, highly complex projects and driving change within matrixed organizations
- Experience working with talent management and performance management processes and systems
- Expertise in Insights, AdOps, Research, & Advanced Analytics recruitment
- Experience with talent analytics
- Proficiency with a variety of scripting languages