

## Data Scientist People Analytics (m/f/d)

### Description

### Company Description

#### Who we are

At The Stepstone Group, we have a simple yet very important mission: The right job for everyone. Using our data, platform, and technology, we create opportunities for job seekers and companies around the world to find a perfect match, in fair and equitable way. With over 20 brands across 30+ countries, we strive for fair and unbiased hiring.

Join our team of 4,000+ employees and be part of reshaping the labour market and becoming the world's leading job-tech platform.

#### Your benefits

We're a community here that cares as much about your life outside work as how you feel when you're with us. Because your job shouldn't take over your life, it should enrich it. Here are some of the benefits we offer:

- 29 days holiday allowance + bank holidays
- Private medical and dental healthcare
- Pension contribution up to 10%
- Training and development opportunities
- Cycle to work scheme
- In house Barista
- Hybrid working model
- Volunteering days
- and you can bring your dog to the office!

#### The job at a glance

Join our team and you'll be responsible for Data Science and People Analytics.

Working in the HR & People Data Analytics department, you will contribute to the optimization of processes and decisions in HR based on data driven insights.

This is so important to us. By joining our team, you will be playing a vital role as together we reimagine the labour market to make it work for everybody.

### Job Description

- Together with Analytics and IT experts as well as international HR teams you further advance the activities of the People Analytics department
- You organise HR data and make it usable in the context of business requirements, for example regarding employee churn prevention or optimization of recruiting processes
- You provide support for international HR teams on the way to a data driven HR organization, for example by giving trainings
- You support in further developing the global HR system landscape

#### Hiring organization

Candidate-1st

#### Employment Type

Full-time

#### Beginning of employment

asap

#### Job Location

Portsmouth, United Kingdom

#### Working Hours

40

#### Base Salary

euro USD 58K - 126K \*

#### Date posted

May 19, 2024

- You create reports, dashboards and analyses from which you derive strategic business recommendations
- You communicate your results in a professional and practical manner and act as an internal consultant for HR stakeholders up to senior management
- You identify new areas of application where the usage of HR data may contribute to the company's success

## **Qualifications**

- University degree in a quantitative discipline such as Mathematics, Statistics or Computer Science; alternatively, similar training
- Relevant working experience in Analytics, ideally in an HR environment
- Experience with tools such as R/Python, SQL and Power BI
- You have an affinity towards BI technologies that you use for analysis, visualization and reporting regarding data based questions
- You enjoy working in an international environment
- Business fluency in German and English

## **Additional Information**

### **Our commitment**

Equal opportunities are important to us. We believe that diversity and inclusion at The Stepstone Group are critical to our success as a global company, so we want to recruit, develop, and keep the best talent. We encourage applications from everyone, regardless of background, gender identity, sexual orientation, disability status, ethnicity, belief, age, family or parental status, and any other characteristic.

### **How the process will look like**

Your teammates will gather all requirements within our organization. Then, once priority has been discussed, you will decide as a team on the best solutions and architecture to meet these needs. In continuous increments and continuous communication between the team and stakeholders, you're part of making data play an even more important (and understood) part withing Brand New Day.

### **Job Benefits**

USD 58K – 126K \*