

# Data Scientist - People Analytics

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**Date:** Mar 25, 2022

**Location:** New York City, NY, US, 10006 Washington, D.C., DC, US, 20036 Oakland, CA, US, 94612

**Organization:** Doctors Without Borders | Médecins Sans Frontières

Doctors Without Borders/Médecins Sans Frontières (MSF) is an international humanitarian organization that delivers impartial medical care to people affected by conflict, epidemics, disasters, or exclusion from health care in over 70 countries.

We welcome candidates who bring a wide variety of backgrounds and experiences to join us in working toward MSF's common mission.

## Department

The People Analytics Unit (PAU) supports the increased uptake of data utilization for Human Resources (HR), enabling more strategic and data driven decision-making. The PAU serves as an internal resource for HR teams and leadership by leveraging data science and applied statistics to inform decision-making and strategy development around recruiting, retaining, placing, developing and administering policy and programs for MSF's global workforce.

## Key Competencies

The ideal candidate for this role is a practiced statistician that is fluent in functional and object-oriented programming and open-source technologies. They have a proven ability to apply simple and complex statistical theories and methods to explore, infer and predict. They have the ability to efficiently and rigorously explore data sources, manage data quality, perform statistical analyses and deliver custom solutions. Using this combination of skills, the Data Scientist will work as part of a team to answer a variety of business questions and extract meaning from the data available to support decision-making. They are energetic, patient, proactive, organized and enthusiastic about data science and how it can influence organizations and people operations.

## Tasks

### Job Functions and Responsibilities

- Apply simple and complex statistical theories and methods to explore, infer and predict;
- Build, iterate and validate predictive models using multiple statistical techniques;
- Perform data manipulation, wrangling, cleansing and analysis;
- Use data cleaning tools/methods to improve data quality by removing unwanted observations, fixing structural errors, investigating outliers, manage missing data (dropping, imputing, etc.), scrubbing for duplicate data and validating the accuracy of data;
- Interpret, understand and extract maximum value and meaning out of data;
- Continuously learn and share knowledge about new ways to distill meaning out of the data available, finding creative ways to work around limitations;
- Collaborate closely with the People Analytics Team and play an advisory role/pair with the Data Science Intern(s).

## Travel

The role will not include travel, however collaboration with teams across the MSF movement globally during irregular hours may be required.

## Qualifications

### Required Basic Qualifications

- **Minimum** 5 years of proven professional experience as a Data Scientist or Statistician;
- **Minimum** Master's Degree in a relevant subject (e.g., Statistics, Data Science, Computational Mathematics, etc.);
- **Must** have advanced skills and be fully proficient in R. Some Python experience is a plus;
- **Must** have strong skills and significant experience in applied statistics with the ability to use a variety of techniques to extract insights from data;
- Familiarity with BI tools and storytelling using data visualization (i.e. Shiny, PowerBI, Tableau, etc.);
- Superior attention to detail and a commitment to producing accurate and reliable work;
- The maturity and experience to navigate the challenges of working in a resource-limited setting, with the ability to adapt to a rapidly growing and scaling work environment;
- A strong work ethic, commitment to professionalism, intellectual curiosity, and positive attitude, especially when confronting limitations (in the data or otherwise);
- Passion for data and its use in driving organizational change.

### Preferred Qualifications

- Ph.D. in a relevant subject (e.g., Statistics, Data Science, Computational Mathematics, etc.)
- Analytics experience in the HR, non-profit, humanitarian or global health field;
- An interest or background in People Analytics, Strategic Workforce Planning etc.;
- Experience with People Data such as compensation, attrition/retention, and leadership pipeline development;
- Experience working on a global team;
- Experience working in consulting, innovation or with startups.

**Expected to work in a hybrid remote work environment with the ability to come into either the NYC office or regional hub (Washington, DC or Bay Area, California) a minimum of 2 times a week.**

Please note relocation assistance and visa sponsorship will be offered for this position.

**No phone calls or emails please. Only shortlisted candidates will be contacted.**

**Application Deadline:** Open Until Filled

MSF-USA/Doctors Without Borders is an Equal Opportunity Employer. No employee, or applicant for employment, shall be discriminated against in any term or condition of employment because of race, color, religion, national origin, sex, age, or sexual orientation or any other characteristic protected by law. We are constantly striving to make our organization anti-racist. Diversity, equity and inclusion are core values. As an employee, you become part of that mission. We expect this same commitment from our staff.

### Type

HQ

### Pay Class & Contract Type

Regular FT Salaried Exempt

### Compensation

Starting salary low 90's to 100k (commensurate with experience)

### Working Time (Hours Per Week)

35