

THE PERFECT JOB DESCRIPTION



**Data Scientists
Machine Learning Engineers
and AI Industry Professionals**

For more information,
visit www.PROPRIUS.com
707-867-1524

Position Title: Data Scientist

Who We Are & Who We're Looking For

Open with a strong, short attention-grabbing summary. Hook your reader with details about what makes your company unique. Include a very brief overview of your company culture showing why an applicant would love to work for you and what makes your company stand out from other organizations.

Insider tip: Include the job location for SEO ranking. Provide an exact job location within the summary to optimize your job posting so it appears higher in job search results.

For Example:

"Imagine the possibilities. Are you a Data Scientist looking for an exciting career in San Francisco, CA? At XYZ, new ideas have a way of becoming instrumental in creating products, and services driven to increase the customer experience. We are looking for a Data Scientist specialized in X that can bring passion and dedication to an exciting and ever-changing world. There's no telling what you could accomplish."

Wouldn't you want to work here? This is an attention-grabbing summary that briefly describes the position, location and culture. Remember the goal is to excite candidates about the organization and the possibilities.

The three levels of data scientists and Engineers:

Entry/Junior Level
0-3 years of Experience

Senior/Principal level
4-8 years of experience

Chief level
9+ years of experience

Having "Senior" or other similar terms in front of the title can discourage candidates with less than 5 years of experience from applying.

How You Will Make An Impact

In this section, it's imperative to outline the core responsibilities of the role and to highlight the day-to-day activities of the position.

Insider tip: Also, indicate who this position reports to and how the candidate will function within your organization, enabling applicants to see the bigger picture and how they will impact the business.

For Example:

While reporting directly to the Chief Data Scientist you will:

- *Collect data through means such as analyzing business results or by setting up and managing new studies*
- *Use predictive modeling techniques to optimize customer experience, revenue, etc.*
- *Create reports and presentations showing business/predictive analysis for the [executive team]*
- *Correlate similar data to find actionable results*
- *Develop algorithms and data models for mining data sets, identifying trends, and testing business outcomes*
- *Create, test, and produce new models*

Avoid really long bulleted lists, this can too can cause a low application rate. We recommend keeping it under 10-15 bullets

Candidates will respond better to your posting when you are specific, avoid general terms like "stakeholders" or "business partners."

What You Need To Succeed

This section more than any other will determine the number of qualified candidates you receive. Here you will specify ONLY the previous job experience, technical skills, education and certifications that are required. Also, include ONLY the soft skills needed for success in the position.

Insider tip: Identifying the "must-haves" vs "nice-to-have" skills and qualifications for your open position will encourage a more diverse set of candidates to apply.

How you will make an impact:

List only the "must-have" skills necessary for the role.
A long "wish" list of technical skills will reduce your list of qualified applicants.

Statistically, men apply for jobs where they are at least 60% qualified, whereas women only do so when they are over 90% qualified.

For Example:

- *Prior experience in [insert industry]*
- *Knowledge of programming languages: SQL, Python, and R*
- *Familiarity with Tableau*
- *Strong mathematics skills*
- *Experience with big data technologies: Hadoop and Spark*
- *Advanced ability to perform exploratory data analysis*
- *Experience leading a team of data scientists*
- *Exceptional technical writing skills*
- *Familiarity with data management tools*
- *Ability to work independently and with team members from different backgrounds*
- *A Master's degree or Ph.D in applied mathematics, statistics, etc.*

Make sure this is a "must have," you could be missing out on the perfect candidate.

Only state this if they will be managing a team.

Is an advanced degree absolutely required?

Why You'll Love Working With Us

This is your chance to shine! What's in it for the candidate? Share the attractive rewards and benefits you offer your employees.

Insider tip: If your company perks fall short of industry norms then you must get creative to be competitive. Try things like flexible working hours, catered lunches, office snacks, etc.

For Example:

At XYZ Company we truly believe that where you work matters and we know what makes our team members happy. Checkout our great perks:

- *Unlimited PTO*
- *Flexible hours*
- *Medical, dental and vision coverage*
- *Office snacks*
- *Tuition reimbursement*
- *Flexible work hours*
- *Remote work opportunities*
- *401K matching*
- *Paid time off and holidays*

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Try things like flexible working hours, catered lunches, office snacks, etc.

Your job description is your gateway to Top Talent

This is your opportunity to attract qualified candidates.

Are you looking to hire the best talent in the AI Industry? Ready to accelerate your team? There are no short cuts. PROPRIUS's Signature Search System is designed to locate, connect with, and deliver the most talented candidates in the AI Industry.

Book a call today (707)-867-1524

