Job Posting Title

Data Scientist

Company

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 Field Human Resources Department (Field HR) is responsible for recruitment, selection, placement, and retention of qualified and well-suited field staff to meet the growing needs of MSF field operations.

Project

The People Analytics team aims to strengthen the analytical capabilities of Human Resources (HR) across MSF so that HR planning is more strategic, data-driven and evidence-based. Working across the movement, with internal and external stakeholders, we aim to ensure that data is being used effectively to help the organization answer key HR questions and deliver strategic value. The team is responsible for defining and driving the strategic path for People Analytics across the movement by engaging and coordinating with concurrent HR analytics efforts internally and the People Analytics community externally.

Under the direction of the Head of People Analytics, the Data Scientist will help identify opportunities for data-driven solutioning in HR and will be the focal point for all technical aspects of the team’s work. You will help us discover the information hidden in the vast amounts of data available to us, and help us make evidence-based decisions about our workforce and our HR activities. You will help us explore how statistical modeling, predictive algorithms and future-state simulation can aid in strategic workforce planning. Your primary focus will be in applying data mining techniques, doing statistical analysis, building predictive models and developing data tools to integrate into our existing business intelligence systems. This is a unique and exciting opportunity for a Data Scientist to use their skills for social good while tackling fascinating questions about strategic workforce planning, talent and people decisions in the NGO/humanitarian sector. The ideal candidate is passionate about Data Science and how it can be used to positively influence organizations.
**Tasks**

**Job Functions and Responsibilities**

- Perform data manipulation, wrangling, cleansing and analysis (in Python and/or R);
- Build, iterate and validate predictive models using multiple statistical techniques;
- Transform and clean large, messy and often distributed datasets by using 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;
- Play a key role in developing a data infrastructure;
- Provide support to the People Analytics team by helping interpret, understand and extract value and meaning out of MSF’s HR data;
- Continuously learn and share knowledge about new ways to mine data and distill meaning out of the increasing amount of data available to us;
- Provide insight on how to turn data insights into concrete measurable actions;
- Take ownership of data models and solutions by communicating and advocating their use to the Head of People Analytics;
- When feasible, apply AI, future-state simulation, machine learning, deep learning, neural networks to MSF’s HR data;
- Collaborate closely with the People Analytics Team and play an advisory role to/pair with the Data Science Intern(s).

**Travel**

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

**Basic Qualifications**

- Minimum 2-3 years’ proven professional experience as a Data Scientist/Statistician or similar quantitative role using large, complex datasets and building models to address real organizational challenges and inform business decisions;
- A Master’s or Ph.D. in a relevant subject (e.g., Statistics, Data Science, Computational Mathematics, Quantitative Social Science, etc.);
- **Must** have expert skills and knowledge in R and Python;
- Experience with other general-purpose programming language like Java is a plus;
- Strong skills in applied statistics skills using a variety of techniques to extract insights from data;
- Proficiency in relational and non-relational databases including SQL;
- Expert skills in MS Excel;
- Familiarity with BI tools (i.e. PowerBI (preferred), Qlik, Tableau);
- Experience in data mining;
- Experience in data wrangling/cleansing;
- Familiarity with Natural Language Processing;
- Familiarity with machine learning, deep learning, neural networks and data engineering;
- Superior attention to detail;
- Excellent communication and data visualization skills;
- Passion for data and its use in driving organizational change;
- Ability to adapt to a rapidly growing and scaling work environment;
• Strong work ethic, intellectual curiosity, and positive attitude;
• A willingness to perform other tasks as assigned.

Preferred Qualifications

• Analytics experience in the HR, non-profit, humanitarian or global health field;
• An interest or background in HR Analytics, Strategic Workforce Planning or People Analytics;
• Experience with deploying data tools for non-technical end users;
• Experience with People Data such as compensation, attrition/retention, and leadership pipeline development;
• Experience working on a global team.

Type
HQ

Pay Class
Full Time Exempt

Contract Type
Fixed Term Contract (12 Month Contract)

Additional Information
- Starting salary high 80s to low 90s (commensurate with experience);
- Relocation assistance and visa sponsorship will be offered for this position.

Desired Hiring Date
ASAP

Working Time %
100,00

How to Apply

To apply, send letter of interest/cover letter and resume to: employment.msfusa@newyork.msf.org, ATTN: “Data Scientist” position. No phone calls please. Applications without a cover letter (1-page maximum) will not be reviewed.

Application Deadline: August 30, 2019

*Applications will be reviewed, and interviews held, on a rolling basis. Interested applicants are strongly encouraged to send their application materials as soon as possible.