Traineeships in Analytics/Data Science in Human Resources

Reference 2020-304-TRA

Type of contract	Traineeship
Who can apply	EU nationals eligible for our traineeship programme (https://www.ecb.europa.eu/careers/what-we-offer/traineeship/html/index.en.html)
Salary	The trainee grant is €1,070 per month plus an accommodation allowance.
Working time	Full-time
Place of work	Frankfurt am Main, Germany
Closing date for applications	21 July 2020

Your team

You will be part of the Employee Services Division in the Directorate General Human Resources. Consisting of over 100 staff members, our Directorate General provides operational, talent management and advisory services to approximately 4,000 ECB employees.

You will help us to develop agile, customer-centric and strategic HR solutions and services in the areas of talent acquisition, leadership, business partnering, performance and talent management, and employee health and well-being, based on well-designed systems and people analytics.

In your role as an Analytics/Data Science Trainee in Human Resources, you will work as part of a team of between eight and ten highly skilled data science and analytics professionals to develop and implement policies, optimise processes and improve decision-making and strategies related to our staff. You will also work closely with the Human Resources IT team and several other teams in our Directorate General and the Directorate General Information Systems.

The ECB is an inclusive employer and we strive to reflect the diversity of the population we serve. We encourage you to apply, irrespective of your gender, gender identity, ethnicity, sexual orientation, age, religion, disability or other characteristics.

Your role

As an Analytics/Data Science Trainee in Human Resources you will:

- provide hands-on support in using and manipulating people-related data for different projects and operational tasks, such as transforming, reshaping and visualising datasets;

- help to design and pilot advanced HR analytics use cases through statistical modelling, data interpretation, deriving recommendations, documentation and writing implementation requirements;

- carry out statistical analyses to address operational and strategic HR questions and help to establish HR policies;

- manage day-to-day reporting for HR business partners, colleagues in HR who design policies, managers and other stakeholders;

- streamline, digitalise and automate processes, for example by developing analytical and business intelligence applications and supporting IT projects;

- help to upskill colleagues on topics such as analytics and statistics and update management activities such as software training.

This position offers you excellent opportunities to expand your analytics and data science knowledge through hands-on problem-solving in a newly created business function.

Qualifications, experience and skills

Essential:

- a bachelor's degree or higher, with a specialisation in one of the following fields: data science, statistics, mathematics, computer science, human resources management, business administration, economics, social and organisational psychology, business information systems, business analytics, or another relevant discipline;

- as a minimum, either an intermediate level of expertise with R or advanced skills with another statistical programming language or 6 months of experience as an HR analytics professional;

- experience in or knowledge of analytics and data science methodologies;

- excellent analytical and conceptual skills and an interest in complex technical content;

- a sound knowledge of Microsoft Word, Excel and PowerPoint, or similar software;

- an advanced (C1) command of English and an intermediate (B1) command of at least one other official language of the EU, according to the Common European Framework of Reference for Languages, https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale.

Desired:

- experience with SQL and/or Python;

- experience with Tableau;

- experience with big data technologies such as Hadoop, Spark, Impala or Hive;

- knowledge of one or more SAP HCM (Human Capital Management) modules;

- experience with econometric techniques or financial/actuarial modelling.

Behavioural competencies
You are curious and eager to learn, and want to further develop your ability to analyse complex information. You are keen to collaborate with others, pursue team goals and learn from other people's diverse perspectives. You strive to know and anticipate stakeholder needs, and will signal any need for change and propose alternative solutions.

Further Information

Traineeships of between 6 and 12 months in total.

The recruitment process for this position may include a remote written exercise and an online interview via WebEx or a telephone interview.

Application and selection process

For further information on how to join us,
http://www.ecb.europa.eu/careers/before-you-apply/html/index.en.html.