

Human Capital Management – Business Intelligence & Data Analytics, Senior Analyst, Warsaw

Description

HUMAN CAPITAL MANAGEMENT

Our division recruits, develops and rewards the people of Goldman Sachs. Our teams advise, design and implement strategies, processes and technologies that help our people advance professionally, drive productivity and help the firm and our clients achieve superior results. We look for individuals with strong problem solving and analytical skills, innovative thinking and intellectual curiosity who want to make an impact on the success of the firm's most valuable asset, our people.

HCM BUSINESS INTELLIGENCE CENTRE OF EXCELLENCE (COE)

The HCM Business Intelligence COE supports the HCM division with advanced analytics and Business Intelligence Solutions. As a member of this team, you will interact with various HCM functional leads to support their BI needs. We empower the business to make data-driven by leveraging Descriptive, Diagnostic and Predictive models.

KEY RESPONSIBILITIES

- Responsible for creating & managing Business Intelligence dashboards
- Define standards and best practices for BI tools like Tableau, Alteryx etc.
- Review statistics, validate or challenge the status quo and identify areas for process and/or support tool improvements and efficiencies

SKILLS & EXPERIENCE REQUIRED

Basic Qualifications

- Bachelor's Degree in Computer Science, Mathematics, Statistics, Finance or the equivalent
- 2+ years of post undergrad (non-internship) experience working as a Business Intelligence Engineer
- Experience coding and developing queries in SQL
- Experience in building dashboards in Tableau, Power BI or equivalent BI tools
- Experience communicating insights to non-technical business stakeholders

Preferred Qualifications

Hiring organization

Candidate-1st

Employment Type

Full-time

Beginning of employment

asap

Job Location

Warsaw, Mazowieckie, Poland

Working Hours

40

Base Salary

euro EUR 106K - 173K *

Date posted

June 8, 2024

- Master's Degree in Computer Science, Mathematics, Statistics, Finance or the equivalent
- Certifications in Tableau and/or Alteryx
- Experience in MongoDB or GraphQL
- Experience with Statistics or Machine Learning methodologies
- Coding experience in R or Python for statistical analysis
- Experience in People Analytics space / working with HR related data

Communications

- Able to translate technical data capabilities to an operational and financial audience
- Demonstrate interpersonal skills and an ability to maintain relationships with stakeholders
- Articulate issues clearly and communicate effectively with all levels of the organization
- Listen well and be receptive to others' ideas and suggestions, encouraging open and collaborative dialogue among team members

Risk Management

- Articulate operational and risk impacts related to a specific task or procedure
- Implement controls to proactively manage risks in this domain (e.g. entitlement; data proliferation control etc.)

Client Focus

- Identify client needs and appropriately work to understand the foundations of great client experience, while leveraging available internal tools to provide the best service possible
- Establish, cultivate and leverage relationships to identify and execute on process enhancements

ABOUT GOLDMAN SACHS

At Goldman Sachs, we commit our people, capital and ideas to help our clients, shareholders and the communities we serve to grow. Founded in 1869, we are a leading global investment banking, securities and investment management firm. Headquartered in New York, we maintain offices around the world.

We believe who you are makes you better at what you do. We're committed to fostering and advancing diversity and inclusion in our own workplace and beyond by ensuring every individual within our firm has a number of opportunities to grow professionally and personally, from our training and development opportunities and firmwide networks to benefits, wellness and personal finance offerings and mindfulness programs. Learn more about our culture, benefits, and people at [GS.com/careers](https://www.gs.com/careers).

We're committed to finding reasonable accommodations for candidates with special needs or disabilities during our recruiting process. Learn more: <https://www.goldmansachs.com/careers/footer/disability-statement.html>

© The Goldman Sachs Group, Inc., 2023. All rights reserved.

Goldman Sachs is an equal employment/affirmative action employer
Female/Minority/Disability/Veteran/Sexual Orientation/Gender Identity

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

EUR 106K - 173K *