DATA SCIENCE SOURCING CHEATSHEET

DATA ANALYSTS

Given a specific question to answer, Data Analysts gather and process data in order to make key business decisions.

Skills: Programming skills (SAS, R, Python), statistical and mathematical skills, data wrangling, data visualization

Common Degrees: Business, Economics, Statistics

DATA ENGINEERS

Data Engineers build data pipeline architectures that help to organize data so that insights can be gleaned.

Skills: Programming languages (Java, Scala), NoSQL databases (MongoDB, Cassandra DB), frameworks (Apache Hadoop)

Common Degrees: Computer science, Engineering

DATA SCIENTISTS

Data Scientists make sense of unstructured data, uncovering actionable insights and trends that allow them to predict the likelihood of future data events.

Skills: Programming skills (SAS, R, Python), applied math and statistics, storytelling and data visualization, Hadoop, SQL, machine learning

Common Degrees: Math, Applied Statistics, Operations Research, Computer Science, Physics, Aerospace Engineering

DATA ARCHITECTS

Data architects conceptualize and visualize data frameworks that serve as the blueprints for Data Engineers to build.

Skills: Applied math and statistics, Technical Skills (Hive, Pig and Spark), SQL, data modeling, systems development, data warehousing tools

Common Degrees: Computer Science, Information Science

ENTELO SOURCING CHECKLIST
for data science candidates

IDENTIFY YOUR DATA NEEDS

Understanding what data challenges your organization is looking to solve can help you to more accurately tailor your search.

You may not need a full-blown data scientist with a PhD and eight years of experience. You may just need a data analyst or a data engineer who can help you create better data systems or clean your data. Work closely with your hiring manager to determine this early on and be the superstar recruiter that saves your organization time & money!

TARGET CANDIDATES AT SPECIFIC COMPANIES

Let's get real for a second - the majority of the most sought after data science talent is concentrated in the big Silicon Valley tech giants. So why not take a stab at persuading those candidates to try out a new gig?

Filter your Entelo Search to specifically search for candidates based on current employer – but be ready to sell your opportunity!

TARGET MORE LIKELY TO MOVE CANDIDATES

Create a specific Entelo Project for your data role that contains candidates with a high Likely To Move rating.

This will allow you to go after candidates before they actively hit the job market and therefore, get in front of them before your competition.

USE PREDICTED NEXT ROLE TO TAP INTO NEW CANDIDATE POOLS

Predicted Next Role helps expand the field of potential candidates on Entelo. For example, when you perform a search for a Data Analyst on Entelo, we can identify candidates who might not have the title today, but would make for a great candidate.

In this instance, we might surface Business Analysts with a Statistics background who possess all the foundational building blocks for a successful Data Analyst.

USE SEND ON BEHALF OF FOR HIGHER RESPONSE RATES

Nothing feels more personal then a message directly from Head of Data Science or VP of Engineering. Using Entelo's Send On Behalf Of Feature, craft a personalized message citing specific experiences or projects of theirs and send it from your data hiring manager. Watch your response rates skyrocket!