



paradigm

Data Scientist

Paradigm is a strategy firm that partners with innovative companies to build stronger, more inclusive organizations. We believe that with the benefit of diverse perspectives, our clients will design better products, deliver better services, and build a better world. Since our founding in 2014, we have worked to improve diversity and inclusion (D&I) in more than 200 companies across a range of industries, from technology and financial services to law and media. You can learn more about our clients here. Our work has been featured in The Wall Street Journal, The New York Times, The Atlantic, Harvard Business Review, PBS NewsHour, TechCrunch, and several other outlets.

We're looking for a Data Scientist to join our team, leading analyses of people-related data and providing analytical support on a number of projects. Are you passionate about using data to help companies become more inclusive? Our data science team is the place for you.

Here are some of the things we do:

- We conduct both quantitative and qualitative analyses on client data to assess diversity and inclusion across the employee lifecycle, from how companies attract and hire people to how they develop and retain their workforce. This includes meeting with clients to explain our data needs, conducting a wide range of analyses on data from multiple sources, and contributing to written reports and presentations.
- We provide insight into the analytical approach to take on both client-facing and non client-facing projects. This includes weighing in on appropriate statistical analyses, interpreting analyses, data visualization, and follow up analyses.
- We collaborate on multiple projects concurrently (e.g., research projects, long-term client projects, ad hoc analyses).

About you:

Technical Skills:

- You have experience and comfort working in the R computing language. You can clean, manipulate, and merge data, conduct a wide variety of analyses, visualize data, check assumptions of statistical tests, and write and debug functions.

- You're interested in developing reproducible tools and notebooks for internal use, using version control tools like Git/Github, and pulling data via APIs.
- You have statistical training as a part of an advanced degree (e.g., multiple regression, factor analysis or principal components, correlation, and nonparametric analyses).
- You have worked with observational/archival people data of varying size, structure, and complexity (e.g., you can manage large datasets, and you can also interpret results with limited sample sizes, you can clean survey data and unstructured text data).
- You love explaining complex concepts to non-technical audiences.

Other Skills:

- You're proactive. When you don't know how to do something, you're motivated to do the work to figure it out.
- You care about the details. You develop processes to double check your work, and have experience working in a role where you were responsible for giving attention to detail. For example, you build checks into your analyses to help catch mistakes and proofread work before finalizing.
- You're comfortable balancing multiple projects at once. You can move quickly from one project to the next, even if they require different skills (for example, jumping from a strategy call with the Paradigm team to conducting in-depth analyses).
- You acknowledge when you've made a mistake. You talk openly about mistakes and make plans to improve and avoid similar mistakes in the future.
- You enjoy working both independently and collaboratively on data-related projects.

Details: This is a full-time role based in San Francisco. We offer competitive salaries, equity, and benefits, including healthcare, vision, dental, and a 401(k) with employer matching.

Our commitment to diversity and inclusion: We deeply understand the value of bringing together a team with different perspectives, educational backgrounds, and life experiences, and we prioritize diversity within our team. We encourage people from underrepresented backgrounds to apply.

Does this sound like you? We'd love to hear from you! Please complete an application and share your resume and a work sample ([here](#)).