

HackerRank Checklist

Screening Data Analysts



Expertise

- Basic understanding of statistics and data analysis principles (e.g. relevant experience through coursework or previous positions and projects in an “Analyst” role of some kind)
- Track record of helping companies make effective decisions through data with quantifiable success (e.g. as a Business Analyst, Operations Analyst, Business Intelligence Analyst, or through similar roles or projects)
- Familiarity with your analytics stack of choice or familiarity with necessary tools/methods that would allow them to quickly pick up new analytics stacks
- Hands-on experience with exploratory data analysis and data visualization (e.g. personal projects, school projects, work experience, internships)
- Experience working in the programs most frequently utilized by your data science team (e.g. SQL, Python, R, and so on)

Team Compatibility

- Effective communicator:** Successful verbal, written, and visual communicator who can interpret and explain complex technical topics to a non-technical audience
- Attentive listener:** Turns ambiguous non-technical requests into actionable technical tasks with little guidance
- Excellent business acumen:** Peacefully mediates the needs of various stakeholders with aplomb
- Self-motivated problem-solver:** Takes initiative and solves problems with minimal oversight or guidance

Soft Skills

- Displays an innate curiosity and a willingness to dig deep across datasets to provide thoughtful and relevant intel
- Possesses a strong sense of creativity that allows them to analyze and interpret data through numerous business lenses
- Exhibits natural business savvy:** Shows an understanding of the company’s business model and an ability to think like a C-Suite executive
- Open-minded:** Willing to follow the story the data exhibits and regularly puts aside their opinions on the business to provide truly objective analysis

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Screening Data Scientists



Expertise

- Has experience bringing order to large sets of disorganized datasets, both structured and unstructured
- In-depth understanding of general statistics, applied statistics, and/or machine learning, verified by previous projects, work experience, or coursework
- Demonstrates ability to maintain and/or train machine learning models, with quantifiable successes for the business
- Experience working in the programs most frequently utilized by your data science team (e.g. SQL, Python, R, and so on)

Team Compatibility

- Successfully collaborates across a data-driven team, including Data Analysts, Data Engineers, and fellow Data Scientists
- Detail-oriented:** Catches inconsistencies and inefficiencies in the data, promoting continual improvement of the architecture they work in
- Advocates for their needs in the context of a team and insists on changes needed to address architectural issues
- Effective communicator:** Successful verbal, written, and visual communicator who can convey their findings to technical and non-technical audiences

Soft Skills

- Possesses basic business savvy that allows them to train models in a way that produces meaningful, impactful data insights for the company
- Curious, probing and a bit skeptical:** Depends on their investigative skills to evaluate and design solutions
- Willing to experiment and iterate on how to use data effectively across the company
- Objective in the workplace, allowing them to dissect key analytical questions in a pragmatic way
- Demonstrates strong storytelling skills, with the ability to showcase their findings in a way that's both meaningful and compelling
- Prioritizes thinking about the deep ethical questions around using data to influence decisions

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Screening Data Engineers



Expertise

- Has a “generalist” background in software development, with the ability to comfortably switch between and combine technologies to achieve an overarching goal
- Familiar with the needs of a data-driven team and the architectural groundwork necessary to allow Data Analysts and Data Scientists to thrive
- Has an extensive background in one or more of the frameworks utilized by your data engineering team (e.g. Hadoop, NoSQL, Spark, Python, and so on)
- Has experience promoting data accessibility, efficiency, and quality within an organization

Team Compatibility

- Responsive and empathetic to the needs of their teammates, especially when it comes to requests for optimizations and other architectural changes
- Receptive to constructive feedback and suggestions from their teammates and willing to implement the feedback they've received
- Familiar with your team's development methodology of choice or familiar with a similar framework that would help them pick it up quickly
- Collaborative and team-oriented:** Focuses on the needs of their teammates

Soft Skills

- Demonstrates interest in continual self-development within their area of expertise
- Objective and willing to adjust their methods to promote team-wide success
- Focused and self-motivated:** Manages their work proactively with little to no oversight
- Effective communicator:** Has advanced technical and non-technical communications skills that they can utilize to interpret and implement their teammates' requests