Data Scientist, AON

London, United Kingdom

We're hiring!

Aon are currently recruiting a Data Scientist to join the team in London.

About Aon Hewitt

Aon Hewitt empowers organisations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organisational and personal performance and growth, navigate risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon Hewitt is the global leader in human resource solutions, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide. For more information on Aon Hewitt, please visit www.aonhewitt.com

Aon Hewitt is an equal opportunities employer. Aon’s recruitment and selection policy ensures the best possible skill mix of colleagues and the highest quality candidates are appointed using objective job-related criteria.

The Role:

The Data Scientist is a highly driven quantitative professional who can help organizations in their data-driven transformation journeys to extract a variety of information at a massive scale, draw deep insights from the data using complex analytical algorithms, and articulate compelling and engaging stories.

Responsibilities

- Collect, collate and curate Data form across the Talent, Rewards and Performance business.
- Work with TRP Consultants and participate in client engagements focused on Advanced Business Analytics, in Talent, Rewards, Performance and enterprise wide ‘People Analytics’ etc.
- Lead solutioning efforts to define and develop Big Data architectural components, that will interoperate seamlessly with other elements of the broader information architecture
- Focus on strategy, design and execution of data-centric business problems, and in the process create unique analytical solutions comprising Big Data management supported by advanced analytical techniques (e.g., R, machine learning, neural networks, A/B testing, etc)
- Analyse data growth and lead capacity/sizing activities to arrive at the most appropriate commercial and technical solution
- Generate and test working hypotheses, prepare and analyze historical data, identify patterns from samples for reporting of trends and support Predictive Analytics
- Leverage Data Visualization techniques and tools to effectively demonstrate patterns, outliers and exceptional conditions in the data
- Create performance metrics and tracking processes to measure the effectiveness of Advanced Analytics solutions
- Conceptualize necessary Data Governance models to support the technical solution and assure the veracity of the data
• Work collaboratively with other members of the Data, Analytics and IT teams to innovate and create compelling data-based stories and experiences
• Stay conversant in new analytic technologies, architectures and languages – where necessary – for storing, processing and manipulating this type of data
• Develop a flair for the exploratory and experimental side of the role; required to tease out interesting and previously unknown insights in vast pools of data

Must have Hard Skills

• Masters/Ph.D. in Computer Science, Statistics, Engineering or similar technical field and strong experience in a relevant role
• Well versed at applying advanced analytical techniques to large and varied data sets, generated and flowing at a rapid rate. Sample techniques include, but are not limited to:
  o Data visualization (Tableau/Qlikview)
  o Data mining and predictive modelling (e.g. SPSS, Alteryx, R, MatLab,)
  o Applied machine learning and natural language processing
  o Collaborative filtering and recommender systems
  o Social network analysis and statistical text mining
  o Neural networks
  o Event detection and tracking
• Proficient with programming languages supported by a big data platform, like Java, Python, C++, or ECL, etc.
• Strong experience of managing and retrieving large scale information in one or more industry areas like retail, healthcare, telecommunications, finance, particle physics, software engineering, social networks, etc

Must have Soft Skills

• Strong and demonstrated leadership experience
• Persuasive power to communicate with a variety of stakeholders in the organization
• Creative problem solving ability, working in ambiguous situations
• Flair for storytelling based on actionable insights drawn from raw data
• Entrepreneurial & pragmatic mindset
• Willingness to break the rules
• Have superior planning and organization skills so as to work with a high performance team, handle demanding clients and multitask effectively
• High degree of personal motivation and ability to self-manage

Salary and Benefits

This role offers a competitive salary and bonus, plus a comprehensive benefits package and 25 days holiday. Through our flexible benefits, you will also have the opportunity to choose additional benefits, including healthcare, childcare vouchers and additional holiday.

https://www.statsjobs.com/jobs/data-scientist-aon/