



## MENNO PLACE

### PEOPLE AND CULTURE (HR) AND FINANCIAL DATA SCIENTIST ~ CANADA SUMMER JOB GRANT PROGRAM ~

**Temporary Full-time / 35 hours per week / 4-16 weeks**

**Hourly Rate: \$25.00 - \$30.00**

**\* POSITION IS DEPENDENT ON FUNDING \***

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#### **Position Overview:**

The People and Culture (HR) and Financial Data Scientist plays a crucial role in leveraging data analytics to support HR and financial strategies within the organization. This position involves the analysis of complex data sets to inform decision-making, improve processes, and drive business growth.

#### **Key Responsibilities:**

- Analyze P&C and financial data to identify trends, insights, and opportunities for process improvement.
- Develop predictive models and algorithms to assist in workforce planning, compensation analysis, and financial forecasting.
- Collaborate with HR and finance teams to provide data-driven recommendations and strategies.
- Design and implement data visualization tools to communicate findings effectively.
- Ensure data quality and integrity while managing large datasets.

#### **Qualifications:**

- Working towards Master's degree in Data Science, Statistics, Economics, or a related field.
- 1 – 3 years of experience in data analysis, preferably in an HR or financial context.
- Proficiency in statistical software (e.g., R, Python) and data visualization tools (e.g., Tableau, Power BI).
- Strong analytical and problem-solving skills.
- Excellent communication and the ability to translate complex data into actionable insights.

#### **What youth participants are eligible? *To be eligible, youth must:***

- *be between 15 and 30 years of age **at the beginning** of the employment period\**
- *be a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the Immigration and Refugee Protection Act for the duration of the employment\*\* **and***
- *have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.*
- *Youth must be 15 years of age at the beginning of the employment period. Youth may be more than 30 years of age at the end of the employment period as long as the youth was 30 at the beginning of the employment period.*

#### **In the online application, you will be required to:**

- Upload a Resume (PDF, Word doc)
- Supply two Employment History references including Contact Information of Company and Immediate Supervisor
- Supply three references with contact information (2 work-related references, 1 character reference)

- Upload Record of Immunization (digital file upload – JPG or PDF)
- Upload Criminal Record Check done in past 12 months (digital file upload – JPG or PDF)

**We thank all applicants however only those short-listed candidates will be contacted.**

[Click Here to Apply Online](#)