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It's hard to resist the glowing nirvana that big data, properly exploited, promises to those who choose to embrace it. You can transform your business, become more relevant to your customers, increase your profits and target efficiency in your market, simply by looking at the data you probably already own, but you are unaware due to a lack of skilled talent to gain value from it. Enter the data scientist - arguably one of the hottest jobs on the market. The perfect candidate is a whiz and savant figure in office politics who plays statistical computer languages like a skilled pianist. But it can be difficult to translate this ideal into a workable job description and sorting criteria. This article explains several virtues to look for when identifying suitable candidates for an open data scientist position in your team. It also notes some market dynamics in the introduction of compensation packages for data scientists. [ More: 5 Tips to Find and Hire Data Scientists ] Because Data Scientist represents a bit of a new concept, without many proven job descriptions, you will want to work closely with your human resources department on the category and qualifications you use to screen home resumes and also create a first round of interviews. What follows are five important points that should prove useful as suitable candidates for a data scientist role.1. A good data scientist understands statistics and the laws of large numbers Trends appear in numbers. For example, a good data scientist understands, so many customers behave in this particular way or So many customers intersect with others in so many exact places. Over large amounts of data, trends appear in numbers. A great data scientist has the skills to understand trends in large numbers and the ability to translate it into predictive analysis. A good data scientist can interrogate large amounts of data and extract trends, and then use proactive modeling techniques to predict behavior in this aggregated dataset. Statistics are also useful for preparing reports on the management and prescribing of recommended action courses. [ Resources: Who trains the next generation of data scientists?U.S. Colleges, with the help of IBM ]While a math degree would be ideal, many qualified candidates have taken a slightly more practical academic path. Don't be afraid away from respondents who lack advanced Mathematics. Focusing on statistics in a candidate's academic career, either at degree or above level, would be sufficient for this type of position.2. A good data scientist is curiousPart of the charm and magic of big data is the art of teasing workable conclusions from a giant straw (usually) undying data. Generally, it is not enough to know how to write queries to find specific information without being able to create the context of what questions should be executed, what data we would like to know what data we may not know that we would like to know, but this could potentially be interesting. Yes, big data scientists run queries and database executions, but they also design query architecture suggestions in ways that not only return a defined set of results to answer a question someone has already asked, but also reveal new information about questions that have not yet been asked by an organization. This will present the true value of a data scientist in the coming years. [ Analysis: The care and nutrition of data scientists ] [ More: How to get a hot job on big data ] While some might argue that this is a soft skill that is difficult to interview for, carefully crafted hypothetical scenarios presented to candidates during interviews can help you understand their thought process, their approach to a problem, the various ways the candidate would attempt to gather answers to the problem and what other questions the candidate could which would add value to the original question. Stress on candidates during interviews is encouraged to encourage thinking outside the box, while limiting responses only to problems posed is discouraged.3. A good data scientist is familiar with database design and applicationIt is important for today's data scientists to sit somewhere between a curious university research scientist (which is essentially what describes the previous point) and a software developer or engineer: Someone who knows how to tune his lab and operate his machines well. Even though much of what falls into the big data category is known as undying data, a fundamental understanding of both relational and database columns can actually serve a data scientist well. Many enterprise data warehouses are of the traditional line-based relational database classification. While big data is new and enticing, a lot of data and trends that can be applied can be persuaded by traditional databases. Data scientists will also play a key role in creating analysis and production databases to take advantage of the new techniques. A database working history would provide a great framework for creating new systems in the new role. [ Losing the battle for great data talents: why not train your IT staff? ] In addition, many big data software developers are trying to use sql-like language in their products in an attempt to court traditionalists databases that have no desire to learn a MapReduce language. Knowledge of traditional SQL will continue to pay off, allowing data scientists to play nicely and integrate well with other database professionals you already have on staff.4 A good data scientist has basic proficiency in a Scripting LanguageThrest suitable candidates will be awarded extra points for Python knowledge at least somewhat well. Many query tasks for huge amounts of unstructured data are scripted and take a long time to run. Python is generally accepted as the most compatible, most flexible scripting language work with columnar databases, MapReduce-style queries and other elements of the data scientist puzzle. Python is an open source language known to be quite usable and easy to read, so it shouldn't be a big obstacle for your database of data scientist candidates to overcome. [ Analysis: How much data do scientists really need in the world? ] You could also look at pseudo code skills, or the ability to write almost in plain English how an algorithm or query would work. Such a test would show the quality of thinking and approach to a problem, as well as how such a problem would begin to be solved by your applicant, regardless of whether he or she actually possesses the skills in any given language to pull it off. Be prepared to show data scientists that the demand for moneyAs for data scientists is increasing, and as the supply of qualified candidates is exceeded by this, wages increase. In almost any subway market in the United States, data scientists receive six-digit base salaries - apparently higher in high-cost markets such as the West Coast. In Silicon Valley, in particular, multiple bids for a qualifying candidate are not uncommon. Do not attempt to pay below market prices for this post. Even start-ups pay data scientists comfortable salaries and enabling them to work on challenging new products, as opposed to their traditional modus operandi of loading into equity positions and paying meager salaries. Put simply: Don't cheap out and expect great talent. Jonathan Hassell runs 82 Ventures, a consulting firm based in Charlotte. He is also an editor of Apress Media LLC. Reach him by email and on Twitter. Follow everything from CIO.com | Twitter @CioOnline, Facebook, Google+ and LinkedIn.Read more about the big data in CIO's Big Data Drilldown. This story, 4 Properties to Search in a Data Scientist was originally published by CIO. Data scientists © 2014 IDG Communications, Inc. They are not the only ones needed to write data analysis reports. Professionals such as actuaries, economists, medical professionals, meteorologists and others, all have to write such reports. It really is a great ability to have and applies in all areas. A data analysis report is an executive technical summary of the results from a series of experiments and tests. It is usually divided into four sections: description of data preparation, descriptive statistics formed by experimental studies, conclusions statistics derived quantitative studies and a qualitative analysis that explains the results and summarizes the conclusion. In simpler terms, it is a professional version of high school lab reports divided into data analysis departments with an introduction, body of paper, conclusion and appendix listing all sources. To write a data analysis report, you need a spreadsheet program to sort your findings and a word processing or a comparable document enrollment program. For a data analysis report, make sure that information has been checked triple for accuracy and that the methods of discovery are comparable to the object. In other words: what you want to say, what you found, how you found it and what you think your findings prove. What rules do your industry or organization set when it comes to compiling data analysis reports? Start designing exactly how you want the document to look. This way you have a road map to guide you where the exhibition should go. If your report is longer than 10 pages long, consider creating a table of contents. The tone should be formal, but not very stodgy as it needs easy readability. This is a good time to consider your audience. Is it intended for anyone or is it just for those in your field? Your tone is updated by your target audience. How to make data analysis in research have the biggest impact is on presenting your graphics, tables, diagrams or spreadsheets clearly. This must be done before the body of the paper, so that you can match the references and points. For each dataset, you should summarize why it is important. Place the texts as close as possible to the visualization for ready readability. The most impressive reports relay information easily. Try not to rely too much on technical terminology and \$5 words. Information should be easy to identify and associate with graphics. The conclusion must be quick. Its purpose is necessary to connect all data analysis segments. What information do you want your audience to receive from your report? Concentrate on that. It cannot be overstated that each piece of the report must be checked for accurate data, grammar, form, font and overall appearance. It's a smart idea to ask someone else to fix it because fresh eyes can catch old mistakes. How to write data analysis research reports may seem complicated, but it's more like a puzzle. Gather all the pieces and begin to form the outline, firmly working your way through. Your work is important and deserves a well-crafted finished product to showcase it. This.

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