

## **Americas LOE VP People Analytics**

This role will work with our global Leadership & Organizational effectiveness team to build and deliver global HR Analytics and Reporting services and tools and will lead the detailed statistical analysis of our engagements to identify actionable Human Capital / People / Leadership insights, including the development of predictive HR analytical models. The insight from this analysis will be used to drive HR investments and talent management decisions, and assess HR program effectiveness. The position will create and statistically analyze large data sets of internal and external data and communicate the results to senior level AlixPartners and client stakeholders in a way that informs and drives the organization to action.

### **Duties & Responsibilities**

- Deliver reporting solutions – Provide expert level consulting and management of others to identify and support HR and business reporting and data needs, initiate and prioritize reporting tool enhancement, and prepare report and reporting solution specifications.
- Build partnerships with client development teams – work closely with internal technology teams and vendors to deliver tools and system solutions, provide monthly review and assessment of the business solution performance and adoption
- Responsible for the design and implementation of self-services reporting tools and data management that reflects the complexity of multiple separate and unique networks, inconsistent business unit platforms, and the complexity of global company
- Responsible for the design and delivery of HR analytics
- Provide leadership in the identification and description of reporting required to make HR investment and talent management decisions and recommendations regarding the creation of analytical reports to achieve client, program, and business objectives for resource optimization.
- Summarize written findings, present results, and participate and share with senior leadership as appropriate.
- Lead the interpretation of human data in order to identify significant differences, relationships, and trends in data, as well as factors that could affect the results of research. Report results of statistical analyses in the form of graphs, charts, and tables.
- Develop predictive models for attrition, high performance, and recruiting demand
- Develop and optimize existing HR reports (e.g. HR Scorecard, HR Functional Dashboard, etc.) to drive meaningful business results
- Manipulate and analyze large datasets using analytic features of multiple tools
- Identify statistical analysis techniques required to deliver insights.
- Advance the use of complex analytical techniques and statistical thinking across Human Resources

- Serve as an active participant on cross-functional project teams and provide guidance and training to teams in asking appropriate questions, interpreting data, and translating into action.
- Develop and maintain appropriate benchmarks with other organizations.

### **Experience and Education Requirements**

- A Bachelor's Degree in an Organization Development, Information Systems or Mathematical field such as Statistics, Operations Research, Actuarial Science, Applied Mathematics or Industrial Organization is required for this position.
- A Master's degree or Doctorate in Industrial / Organizational Psychology, Organization Development, Economics, Finance, Human Resources, Mathematics, or Statistics
- This position applies advanced mathematical-based methodologies to predict or support conclusions or theories. Such applications may include, but are not limited to, statistical analysis, algebra and calculus.
- Minimum 10+ years' experience with related consulting experience in a professional services firm environment preferred
- Advanced Experience with the following programs: Excel, SQL, Access, R, Tableau, Hadoop, Visual Basic –VB Script, SAP, Info Graphics Business Objects and/or Business Warehouse.
- Demonstrated ability to build complex statistical models needed to understand issues at a detail level and forecast impacts of change
- Ability to communicate complex statistical concepts and output to non-experts in both a written and verbal manner
- Exceptional business insight and strategic orientation
- Critical thinking skills in formulating hypotheses, interpreting results, and being able to make educated guesses when data may be sparse or unavailable
- Intellectual curiosity and ability to handle high levels of ambiguity
- Ability to work under pressure and within tight deadlines
- Ability to anticipate problems and opportunities and the initiative to pursue solutions
- This position requires the ability to read, write, analyze and interpret instructions, professional documents, and business publications.
- This position also requires the ability to write correspondence, reports and/or manuals and effectively present information to clients, employees and management.
- This position requires proficiency in both oral and written communication.
- Providing thought leadership and creative insights to clients on complex change leadership initiatives.
- Experienced with leading and managing complex work streams and projects

- High energy style, flexible and adaptive, with the ability to work well in a very fast paced environment
- Understands client culture, political environment and stakeholder agendas. Builds and drives the case for change on related work streams and projects
- Proficient with complex and sophisticated negotiations
- Independently structures problem solving approaches and adapts quickly to changing direction
- Effectively plans for and mitigates risks on projects and work streams
- Experienced with proposal development, strong commercial instincts and interest
- Advanced written communication skills, self-directed with preparation of client ready document and presentation development. Articulately communicates information and adapts communication effectively to the audience
- Exceptional client service and interpersonal skills. Builds counseling relationships with clients and peers
- Works effectively with others. Capable of 'flexing' between big picture strategy and detailed focus.
- Openness for up to 60 % travel M-F

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*All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, (age), protected veteran status or status as a disabled individual. AlixPartners is a proud Bronze award-winning Veteran Friendly Employer.*