

Quantitative Analyst - People Analytics (Menlo Park, CA)

Facebook was built to help people connect and share, and over the last decade our tools have played a critical part in changing how people around the world communicate with one another. With over a billion people using the service and more than fifty offices around the globe, a career at Facebook offers countless ways to make an impact in a fast growing organization.

You are passionate about people problems. You are sharp with data and not only have applied statistical methods but also understand them deeply. You relish exploring and mastering new technical concepts and tools. Your rare combination of passion and skills is exactly the type of talent the Facebook People Analytics team is seeking.

As part of the People Analytics team, you'll be an active partner with HR and functional leaders to perform research and analyses on a broad spectrum of people issues: to optimize employee happiness, performance, growth and retention, and to attract outstanding talent to Facebook. You'll help redefine our team mission and impact. You'll make an exceptional workplace even better.

Responsibilities

- Apply your expertise in people research, quantitative analysis, and data visualization to help Facebook recruit, grow and retain talent
- See beyond the numbers to identify solutions that will raise the bar for all things people-related
- Take ownership of the entire people research lifecycle, explore rich untapped data, and collaborate with top-notch data engineering and visualization talents – to answer questions most other organizations have not yet asked
- Partner with HR and recruiting teams on people projects to identify and clarify critical people issues, deeply understand our people processes, and analyze data to drive improvements
- Bring together Facebook-specific data and outside research to help leaders understand people issues and take action
- Communicate statistical analyses and results, along with implications for employees and Facebook as a whole, to technical and non-technical audiences, including managers and top executives

Requirements

- Master's degree in a field emphasizing people research (e.g., psychology, organizational behavior, behavioral economics, management)
- 3+ years experience conducting quantitative people research in an organization or consulting environment (including working with key stakeholders to understand and clarify their people research needs, and communicating technical analyses to non-technical audiences)
- 3+ years experience applying statistical methods to people research problems in a work environment, such as , Dimensionality Reduction Techniques, Categorical Analysis, Generalized Linear Models, Psychometrics, and Research Design, etc.
- Demonstrated competence in managing and analyzing structured and unstructured data using tools such as R, Python, or SQL (menu-driven tools are cool but not powerful enough for all you want to do)
- 1+ year of experience with data visualization using tools such as R, Tableau, Gephi, d3, etc.
- Preferred qualifications:
 - PhD in a field emphasizing people research (e.g., psychology, organizational behavior, behavioral economics, management)
 - 5+ years of experience of conducting quantitative research and applying statistical methods in a work environment