



Intelligence for Purpose

Role: Data Analyst/Scientist

We equip and enable social purpose organisations to have a disproportionate impact on the community. If you are a consultant or technologist and want to leave your mark in the world, we want to hear from you.

At Cognis, you will work with government, member-based organisations, not-for-profits and social enterprises to advance education, health, financial security and safety. You will enjoy the diversity of consulting work, while having a measurable positive impact on the community.

Our values:

- *Good* - We leave things better than we found them.
- *Great* - We strive to be the best at what we do.
- *Open* - We partner with the best at what they do.
- *Tough* - We fight for the causes we care about.
- *True* - We say what we think and do what we say.

We are an equal opportunities employer, committed to diversity.

Where you are going

Our promise to clients is to bring highly skilled team members who will work harder than anyone else for their purpose. Given this, we are looking for candidates who demonstrate commitment to both, developing their careers and serving the community.

Our promise to you is:

- We will provide opportunities for meaningful work.
- We will enable you to develop applied data, analytics and AI expertise.
- We will give you a “work family” environment, where we look after each other.

How you will help

You will help our clients to deeply understand the people they serve, personalise how they engage with them, and measure their results. Your key responsibilities will be to:

- Develop machine learning models.
- Establish model monitoring mechanisms.
- Define stakeholder information needs.
- Build interactive dashboards.
- Evaluate performance and write reports.

Where you have come from

Data Analysts focus on extracting actionable insights from data, while Data Scientists develop AI solutions. We will consider you as a Data Analyst and/or Data Scientist depending on your knowledge and skills:

Data Analyst

- Business Analysis – understanding business objectives while effectively engaging with senior client personnel; assessing the current situation of clients across dimensions including commercial, data, organisation, partnerships, process and technology; translating business objectives into analytics objectives.
- Dashboard Development - defining source-to-target data field mappings and transformations; evaluating technology options; implementing dashboards with a focus on user experience and information needs; working with business intelligence tools such as PowerBI and Tableau.
- Customer Analytics – working with complex datasets to identify trends and opportunities, using statistical and machine-learning methods as appropriate; effectively reviewing insights with client team members from various professional backgrounds; writing professional reports for board and executive level audiences.
- Coaching – teaching client colleagues as you work so they can operate and build on capabilities delivered.
- Teaming – promoting Cognis' values, working effectively as part of integrated and multidisciplinary teams that may include client, partner and Cognis personnel.

Data Scientist

- Data Preparation – collecting, profiling, cleaning, integrating and transforming large volumes of data from structured and unstructured sources (e.g. images, text, video); working with on-premise and cloud data tools, particularly Azure SQL Database / SQL Server, Azure Data Factory / SSIS, and Azure CosmosDB. We will consider equivalent experience on Amazon Web Services and the Google Cloud Platform.
- Model Development and Deployment – designing and developing predictive models with a focus on personalisation; deep understanding of basic to advanced modelling techniques, including deep learning techniques; consulting with stakeholders to balance requirements to avoid bias, provide explainability and deliver high performance; working with open-source data science tools such as R and TensorFlow; working with cloud analytics and AI tools, particularly Azure Databricks, Azure Machine Learning and Azure Cognitive Services.
- Model Monitoring – developing and operationalising model controls; monitoring controls and recommending actions to improve model performance over time.
- Coaching – teaching client colleagues as you work so they can operate and build on capabilities delivered.
- Teaming – promoting Cognis’ values, working effectively as part of integrated and multidisciplinary teams that may include client, partner and Cognis personnel.

Get in touch

If you meet the criteria above and are interested in working with us, please write to us at info@cognis.com.au.