

People Analytics Skills Matrix



People Analytics Specialist 1

People Analytics Specialist 2

- Written Communication
- Verbal Communication
- Data Analysis
- Data Conversion and process
- Statistics and Analysis
- Predictive Analytics
- Data Science
- Programming and database design
- Visualization
- Storytelling
- Business Knowledge
- HR Knowledge
- Consulting (gather requirements/root cause)
- Leadership/management
- Change Management

	Proficiency	Interest
X		2
X		3
X		2
X		1
X		1
X		1
		1
X		3
X		3
X		3
X		3
X		3
		3
		3
		2

	Proficiency	Interest
X		2
X		2
X		3
X		2
X		3
X		3
X		3
X		2
X		2
X		2
X		3
X		3
X		3
		2
		2

Needs Training

Basic Skill in Development

Competent

Advanced Skill

X = Critical to role
 Interest: 0 - not interested, 1 - somewhat interested, 2 - interested, 3 = highly interested