

Tips From Hiring Leaders

What makes a great Data Scientist?



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Q What's the ideal educational background/degree for someone interested in entry-level Data Science roles at IBM?

A We've found that those with a background in quantitative or business fields make the most successful Data Scientists:

- Math
- Statistics
- Computer Science
- Engineering
- Operational Research
- Business

Brandi (She/Her)
New York, US



Q What types of skills do you look for?

A We look for proven experience in one or more of the following areas:

- Good business acumen
- Leadership abilities
- Ability to use key analytic and cognitive tools to design, develop and apply appropriate statistical and mathematical techniques to solve business problems
- Strong communication skills and familiarity using visualization techniques and tools to tell the story

Zhou Lu
Shanghai, China



Q What qualifications are essential to becoming a good Data Scientist?

A Here's what we look for and what we'd love to see:

- Minimum of a Bachelor degree; a preferred Masters in the previously mentioned quantitative degrees or business.

Extra credit for:

- Experience performing Data Analysis
- Experience manipulating large volumes of data
- Familiar with key external data sources and how they are gathered and retrieved
- Experience of languages and tools (data, analytics and data manipulation), along with the ability to select a suitable tool to work with data to achieve the analytics solution
- Able to create visual presentations of analytics results and translate quantitative insights for a non-technical audience
- Able to work with many types, forms and quantities of data, and with data of different levels of quality (both structured and unstructured/text data)

Jesse
Austin, US



Q What attributes or personality traits help make a good Data Scientist at IBM?

A Here's a few that we find consistently in top Data Scientists:

- Tells stories with big data
- Intuitive and insatiably curious
- Explorer of new ideas
- Investigator and independent thinker

Bianca
Sao Paulo, Brazil



Q What's the mindset of a successful Data Scientist at IBM?

A While there's no right answer, we've found people with the following ethos or way of thinking often do well:

- Someone who is always questioning and constantly curious
- Forever learning with a growth mindset
- Managing data is part of the fun
- My findings make an impact on my clients—driving decisions and optimizations

Nick
New York, US





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