



# WE NEED YOU

## WE'RE LOOKING FOR DATA SCIENTIST

**LOCATION:**  
Hertford -Hybrid

**WORKING HOURS:**  
Monday – Friday 37.5 hours per week

**SALARY/DAY RATE:**  
£40,000 - £50,000  
Dependant on experience

**OTHER BENEFITS:**  
Blue Square Reward Scheme Bonus, Life Assurance, Flexible Rewards / Discount Hub, Aviva Pension, Company discounts, Company Sick Pay.

**CONTACT TYPE:**  
Permanent

## WE'RE LOOKING FOR A DATA SCIENTIST

As a Data Scientist, you will collaborate closely with our Client Service Team to optimise performance and maximise the return on investment for the services we provide to our clients. Leveraging data-driven insights from diverse data sources, you will address critical business questions, such as:

- Which stores should field staff visit for maximum return on investment?
- Where should we place brand ambassadors for the best sales opportunities?
- What is the revenue generated through store staff training programs?
- What actionable insights can we derive from store staff and customer feedback to improve sales?
- How can predictive analytics and machine learning enhance decision-making in resource allocation and performance optimisation?
- What trends and patterns can we identify to drive innovation and refine strategies?

Your expertise will play a key role in transforming data into actionable strategies that deliver measurable value to our clients.

## TO MAKE A REAL DIFFERENCE IN THESE AREAS

### Exploratory data analysis:

- Conduct in-depth data analysis to uncover trends, patterns, and actionable insights.
- Contribute to the strategic initiatives and decision-making processes of clients through data-driven findings.
- Work directly with senior client service team and client strategy team to understand the client needs and make proactive recommendations for insightful analytics.

### Data Collection & Performance Optimisation:

- Identify opportunities for enhanced data collection and analysis methods.
- Support optimisation efforts to improve performance metrics and maximise ROI.

### Data Modelling & Visualisation:

- Design, develop, and maintain data pipeline from database through to visualisation using SQL Server, Power Query and Power BI (DAX).
- Create, build, and refine dashboards to effectively visualise data insights.

### Automation:

- Collaborate with the Performance and Planning analysts and IT to automate reporting, dashboards, and data processes for increased efficiency.

PERFORMANCE &  
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DATA SCIENTIST

**Predictive Analytics:**

- Develop and maintain multiple linear regression models to optimise ROI.
- Apply predictive techniques to forecast performance and support strategic decisions.

**Reporting & Communication:**

- Document findings and produce detailed reports that clearly communicate results.
- Deliver visualisations and presentations tailored to both technical and non-technical stakeholders including Senior Management and clients.

**Advanced Modelling & Machine Learning:**

- Create and maintain mathematical models and machine learning solutions.
- Address complex challenges, including deriving insights from qualitative data.

## OUR IDEAL PERSON & THE ESSENTIALS WE'RE AFTER

- Experience in advanced data analysis or data scientist role.
- Experience with Microsoft SQL Server and Microsoft Power BI.
- Proficiency in programming languages such as Python or R. Familiarity with machine learning tools (ie. Azure Machine Learning)
- Understanding and experience extracting data, running queries and extrapolating data.
- Confident Communicator: Demonstrates excellent communication skills, capable of confidently presenting insights, supporting, and making strategic recommendations to senior management.
- Data Storytelling Expertise: Passionate about transforming complex data concepts into clear, engaging, and actionable stories that resonate with diverse audiences.
- Collaborative Mindset: Thrives in cross-functional environments, able to seamlessly integrate into various project teams and contribute effectively as required.
- You will be required to work from our office in Hertford three days a week.

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Our ETHIC values are at the core of everything we do, the way we think, the approach we take. These five values are qualities we look for in every single member of the Blue Square team.

