

Data Analyst

This interview guide is intended to be used in conjunction with the Vervoe skills assessment. Where a candidate has scored Low - Medium on a skill, focus on asking more questions from that skill to gain deeper insight into their level of competency.

Assessment Score	HIGH MEDIUM LOW
Assessment Skills	Data Analyst, Communication, Analysis, Technical Knowledge

Competency/Skill	Candidate with this will display
Data Analyst	<ul style="list-style-type: none"> Competent at retrieving, understanding, analysing and organising large amount of information to make decisions Competent in report writing Can easily summarize patterns in easy to understand language Focused on process improvement
Questions	
	Describe the most complex project you have worked on. Why was it complex and what was the outcome?
	What is your preferred method of displaying data to your clients or internal stakeholders?
	How do you explain technical jargon or terms to non technical people? Describe a time where you have had to do that.
Comments	

Competency/Skill	Candidate with this will display
Communication	<ul style="list-style-type: none"> Can effectively communicate written and verbally to all stakeholders Collaborates with other stakeholders to obtain relevant data or information to ensure all relevant information is obtained.
Questions	
	Describe a time where you have had to communicate the same message to multiple recipients in across different communication means
	Describe a time where you have had to collaborate with other stakeholders in the business to obtain data or further information. How did you obtain this?
	Describe a time where your message has been misunderstood. How did you rectify this?
Comments	

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Competency/Skill	Candidate with this will display
Analysis	<ul style="list-style-type: none">• Strong ability to collect, organize, analyze and report on large amount of data• Database design and modeling• Strong statistical analysis knowledge with analyzing large data sets (SPSS, SAS, Excel)
Questions	
	What software do you prefer to use for analyzing large data sets. Why is this your preference?
	What are some of the benefits of data cleansing? Tell me about a time where you have done this.
	Describe your approach to starting a new project in respects to collecting and organising data.
Comments	

Competency/Skill	Candidate with this will display
Technical knowledge	<ul style="list-style-type: none">• Understands programming languages• Understands different types of database management systems
Questions	
	Describe A/B testing and where you would use this
	What is ACID property used for in a database?
	What is the difference between aggregation and disaggregation of data?
Comments	