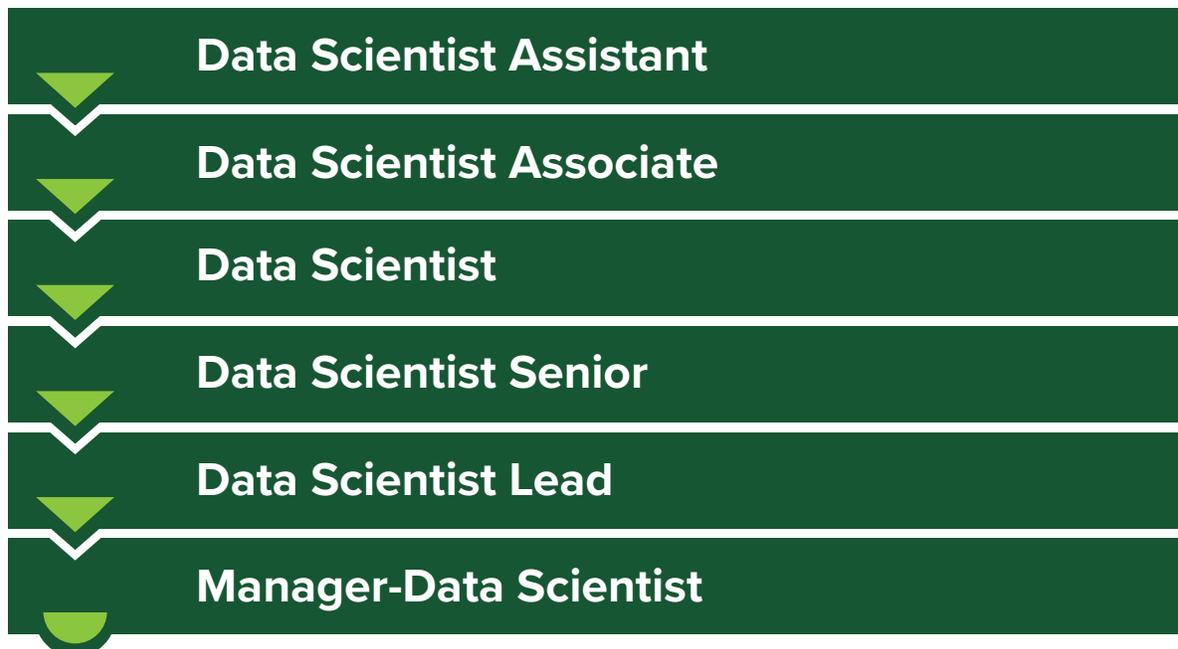


Data Scientist Career Ladder

The Data Scientist career ladder provides structured progression for professionals pursuing a career in data science, from entry roles to leadership positions, as roles become available. Starting as a Data Scientist Assistant, individuals gain valuable experience by supporting data collection, cleaning, and preliminary analysis. As they advance to a Data Scientist Associate, they begin to apply data science techniques to more complex problems, refining their technical and analytical skills. The role of Data Scientist brings greater responsibility, where professionals design, implement, and interpret data models to solve real-world challenges. As a Data Scientist Senior, individuals lead more advanced projects, mentor junior team members, and collaborate cross-functionally. The Data Scientist Lead role focuses on guiding teams, overseeing the development of complex models, and ensuring best practices are followed. Finally, the Manager-Data Scientist position offers an opportunity to manage teams, set strategic direction, and influence data-driven decision-making across the organization. This career ladder enables professionals to grow both their technical expertise and leadership capabilities in the evolving field of data science.



Click on a job title above for additional information.

Data Scientist Assistant

Under direct supervision, responsible for analyzing complex data and providing data-driven reports for their unit. Manages statistical data and creates predictive models based on unit's needs. Effectively visualizes complex datasets for the production of high-quality figures. Processes research information for easier consumption and transforms it into actionable plans. Provides value to unit through findings and thoughtful insights.

**EDUCATION/
EXPERIENCE:** Bachelor's degree in a related field and one (1) year of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G380

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Data Scientist Associate

Produces solutions driven by exploratory data analysis from complex and high-dimensional datasets. Uses a flexible, analytical approach to design, develop, and evaluate predictive models and algorithms that lead to optimal value extraction from the data. Evaluates and implements novel approaches to address aims and milestones to multilayered datasets. Generates and tests hypotheses and analyzes and interpret the results of experiments. Assists in documentation and reporting of results.

**EDUCATION/
EXPERIENCE:** Master's degree in a related field OR Bachelor's degree in related field and two (2) years of related experience. Work experience may NOT substitute for education requirement.

GRADE: W.G390

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Data Scientist

Applies knowledge of statistics, machine learning, programming, data modeling, simulation, and advanced mathematics to recognize patterns, identify opportunities, pose business questions, and make valuable discoveries leading to the development and improvement of processes. Identify limitations, or potential issues with datasets and data types that may impact performance from machine learning algorithms. Re-train models as needed to address new challenges, or novel goals. Aid investigators and stakeholders in the validation of results. Generate detailed reports and presentations. May mentor and train junior staff members.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field OR Master's degree in a related field and two (2) years of related experience OR Bachelor's degree in related field and four (4) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G400

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Data Scientist Senior

Provides insights and recommendations for the unit by using advanced data analysis tools and techniques. Develops, tests, and validates hypotheses through the application of a range of advanced mathematical, statistical, scientific and / or computational techniques. Specific techniques may include probability models, machine learning, data mining, pattern recognition, data visualization, predictive analytics, data warehousing, artificial intelligence and / or other complex methods. Develops new and / or integrates existing tools and models to analyze multiple and comparatively large and unstructured data sources. Prepares and presents interpretation of findings to internal and / or external clients. May mentor and train junior staff members.

EDUCATION/ EXPERIENCE: Doctorate degree in a related field and four (4) years of related experience OR Master's degree in a related field and six (6) years of related experience OR Bachelor's degree in related field and eight (8) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G415

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Individual Contributor

Data Scientist Lead

Leads a team of data scientist professionals. Provides consultation on the design, testing, and enhancement of reporting systems. Researches, manipulates, and prepares advanced data reports related to program activities and the results of research interventions. Typically includes creating various machine learning-based tools or processes within the unit, such as recommendation engines or automated lead scoring systems. Performs statistical analysis to build Artificial Intelligence tools that automate certain processes within the unit and implement data science algorithms (e.g. regression, classification and clustering techniques, decision trees and random forests, machine learning techniques like supervised, unsupervised and reinforcement learning). Mentors and trains junior and professional staff members.

**EDUCATION/
EXPERIENCE:** Doctorate degree in a related field and four (4) years of related experience OR Master's degree in a related field and six (6) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G420

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Emerging Leader

Manager-Data Scientist

Manages a team of data scientist professionals that conduct research and develop tools and processes that improve the outcomes and quality of research projects. Recruits, hires, trains, and coaches staff with very high level analytical and technical skills. Determines innovative ways to improve data and search quality, and predictive capabilities. Develops prototypes, proof of concepts, algorithms, predictive models, and custom analysis. Designs and builds new data set processes for modeling, data mining, and production purposes.

**EDUCATION/
EXPERIENCE:** Doctorate degree in a related field and seven (7) years of related experience OR Master's degree in a related field and nine (9) years of related experience required. Work experience may NOT substitute for education requirement.

GRADE: W.G440

FLSA STATUS: Exempt

REMOTE/HYBRID: Eligible

CAREER LEVEL: Functional Manager