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| Attracting the best**Senior Data Scientist,** **Advanced Analytics** |
| We’re looking to recruit a **Senior Data Scientist**, to join the **Advanced Analytics team**, reporting to the **Senior Manager, Advanced Analytics**. This is a really unique opportunity for you to be at the forefront of Toyota GB’s mission to apply the latest and most exciting Data Science ideas!**Whistle stop** – OverviewIn this role you will be managing a small team of Data Scientists and will lead on the delivery of innovative projects and products that use data and advanced analytics to identify trends, insights and opportunities to inform business decision-making from a customer experience and retention perspective.You will be working with large and complex sets of quantitative and qualitative data, and applying various analytical, statistical and machine learning techniques. They're beginning to invest more of their Data Science capability into the Azure stack as they move away from their legacy set-up, and are ideally looking for a professional with a keen interest in Databricks and Azure ML.**About TGB –** In a nutshellYou may already follow Toyota and Lexus (or TGB as we affectionately call ourselves) on social media or in the news and have heard about the great things that Toyota, Lexus & Kinto continue to achieve globally, well, what we do here at TGB helps achieve those great things! Here at out ECO HQ in Surrey, we support our Centre Network as the Sales and Marketing functions for both Toyota and Lexus in the UK. We are a diverse team with a common goal: To do business the way that customers love.There’s loads of really great stuff in our mag here.**What you’ll get at TGB** - Great people deserve great things* Enabling you to be the best you can be is top on the list at TGB, so it’s more than just an externally benchmarked salary and bonus that puts smiles on the faces of people that work here:
* Deferred Credit Scheme (Car Scheme)
* Wellness Benefits portal to help you make flexible choices that are right for you and your family
* Access to attractive car schemes for you (& your family) for Toyota & Lexus cars
* Eco HQ, free parking & restaurant offering a fantastic working environment
* Generous annual leave which increases with service and holiday trading option.
* Flexible working initiatives\*
* 2 volunteering days per year and various Corporate & Social Responsibility initiatives.
* Dental insurance and healthcare cash back to compliment Private Medical Healthcare, Employee Assistance Program & eye tests
* Preferential rates for insurance policies including critical illness
* Exclusive discounts & discount website
* Onsite gym, Sports and Social Club, cycle to work scheme & flu jabs to keep you healthy
* Regular 121s with your manager, a personal development plan reviewed quarterly with a range of training & support (as per the TGB Management Deal)
* Annual events and random acts of kindness throughout the year (e.g, summer party, Green month BBQ)
* This is a hybrid role, requiring 3 days a week in the office, and 2 days working from home

*\*We don’t take a cookie cutter approach to working flexibly because this means different things to different people. It’s best to talk to us about the flexibility you’d like at the interview and although we can’t promise that we’ll be able to give you exactly what you want, we will definitely promise not to judge you for asking. We love it that lots of our people work flexibly!***You want in?** (see below job profile for more information)To be considered for this role, the skills you’ll need to have include:* Excellent analytical skills - the ability to identify trends, patterns and insights from data
* Ability to simply and clearly communicate with non-data scientists.
* Experience using statistical computer languages (R, Python, SLQ, etc.) to manipulate data and draw insights from large data sets.
* Experience working with and creating data architectures.
* Knowledge of a variety of machine learning techniques (clustering, decision tree learning, artificial neural networks, etc.) and their real-world advantages/drawbacks.
* Knowledge of advanced statistical techniques and concepts (regression, properties of distributions, statistical tests and proper usage, etc.) and experience with applications.
* Experience visualizing/presenting data for stakeholders using commercial data visualisation tools (Power BI, Tableau, Digazu etc.)
* Experience with working with Big Data & Enterprise level data repositories
* Experience in utilising and blending multiple data sources to support the modelling process
* Creating standards, policies & best practice
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|  | **Toyota loves diversity –** To innovate, we need diversity of thought so a diverse and inclusive workplace is hugely important to us. We won’t discriminate against any protected characteristics, will judge applications on merit and won’t make any assumptions. We’re signed up & committed to the disability confident scheme. |
| If you ended up reading this far and what we’ve said has sparked your interest, that’s great! You’ll find more info in the Job Profile below. If you’d like to be considered for the role – You can apply directly through our careers site.We use Willo one-way video interviewing as part of our recruitment process. We’ll provide you with some more information around this as you progress through the stages. |
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| **Senior Data Scientist, Advanced Analytics** **JOB PROFILE** |
| **Role in a nutshell:** Delivering projects and products that use data and advanced analytics to drive decisions, actions and future direction of Toyota within the UK.  |
| **Reporting to** | Senior Manager, Advanced Analytics | **Department** | Advanced Analytics | **Grade** | 3 | **Location** | Burgh Heath | **Staff Direct Reports (C)** | 4 |
| **A little more context:** The family of Toyota companies in the UK provide products and services to customers through a range of channels from Online Digital touchpoints, Franchised Retailer Network, Fleet, Leasing and Mobility companies. This combined with Finance and Insurance services are brought together under the umbrella of OneToyota to ensure that the customer experience delivered at any touchpoint is built around core principles of Convenience, Choice…..We're dedicated to providing excellent customer service and strive to hire the very best talent. In return we offer dynamic and nurturing environments to work in, competitive salaries, and the chance to be part of one of the world's most recognised and innovative global manufacturing companies. Within Toyota we believe there's 'Always a Better Way', so we've led the introduction of new, economical and efficient hybrid models including the Yaris Hybrid, Corolla Hybrid and the iconic Prius and Prius+ seven-seater. We continue to believe in the importance of a sustainable future, one that is built around clean energy with an ever-decreasing reliance on fossil fuels as we build our future on Electric and Hydrogen vehicles as part of our Beyond Zero strategy. To drive this strategy we believe that proactive and intelligent use of data and advanced analytics are fundamental to our thinking and learning, With this in mind we want to extend our capabilities for delivering Advanced Analytics with individuals who are talented, innovative, passionate and motivated in this specialist area. |
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| **What you’ll be doing:** |  | **Experience you’ll gain:** |
| * Lead innovative data-driven solutions on large or complex datasets, including gathering and manipulating disparate data, applying analytical techniques and visualising results.
* Application of various tools, data mining, statistical techniques, algorithms and machine learning principles to identify trends, patterns and insights from raw data. Extracting meaning from data, uncovering insights and identifying opportunities to inform business decision making.
* Work closely with business to identify issues and use data to propose solutions for effective decision making.
* Build algorithms and design experiments to merge, manage, interrogate and extract data to supply tailored reports to colleagues, customers or the wider organisation.
* Develop hypotheses, make inferences, and analyze customer and market trends using various types of analytics and reporting tools to detect patterns, trends and relationships in data sets.
* Analyzing large data sets of quantitative and qualitative data and developing statistical learning models and complex predictive models.
* Mine and analyze data from company databases to drive optimization and improvement of product development, marketing techniques and business strategies.
* Assess the effectiveness and accuracy of new data sources and data gathering techniques.
 | * Playing a pivotal role in helping to steer and prioritise TGB’s activities to improve CX, driven by timely and high-quality business insights.
* Influencing and collaborating with diverse stakeholders (TME, OneToyota, Retailers and Partners) to take sustainable improvement actions that lead to improved commercial outcomes.
* Developing a broad understanding of the TGB CX data landscape, commercial models and KPIs.
* Gain practical experience of project management delivery methodologies and processes.
* Hands-on responsibility for managing and developing a high performing team.
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|  | * How we’ll support you:
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|  | * Focus of OneToyota and ConsumerOne senior management team to support strategy, business case development and project management.
* Introduce you to all relevant stakeholders who will ensure you develop the required understanding of our data / analytics landscape and future direction.
* Provide further technical and specialist resources to support analysis and delivery – where required.
* Allow space and access to internal and external experts to understand new technologies / art of the possible.
* Have regular 1-1s to provide feedback on your performance and refine development.
* Inclusion and attendance of key strategic, planning and industry events.
* Develop your understanding of our Retailer network operational processes and commercial metrics to inform your activities.
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| **How you could stretch this role:** |  | **What you’ll get to own:** |
| * Establish standards and promoting best practices in Advanced Analytics delivery across OneToyota.
* Coaching and development of other team members. Contribute to refining our data, analytics and visualisation roadmap and strategy.
* Drive improvements in data capabilities, quality, compliance, security and governance.
* Identification of process efficiencies and automation opportunities.
 |  | * Definition, design and implementation of high-impact analytics outcomes within OneToyota.
* Accountability for the data & insight roadmap and backlog to support the generation of business insights and data visualisation.
* Business ownership with TGB (T&L), TME (+ regional teams) and vendors / partners for data and business insights.
* Management of all associated budgets and costs.
* Managing and developing the capabilities and performance of the Advanced Analytics team.
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| **Qualifications and experience you’ll need:** |  | **Skills & Behaviours you’ll have:** |
| **Essential*** 5+ years of experience as a data scientist.
* Advanced understanding of AI / machine learning techniques, data and advanced analytics processes (eg logistic regression, clustering, data modelling).
* Experience in providing and applying statistical / marketing modelling for decision making.
* Curiosity and drive to ensure TGB are at the forefront of insight led and 360 customers understanding.
* Self-motivated, with a mindset towards continuous learning, improvement and innovation.
* Leading and managing cross department / company teams to deliver change in collaboration.
* Excellent interpersonal, communication and stakeholder management skills at all levels.
* Strong customer centric mindset, approach and delivery focus.
* Demonstrable experience in business case definition, development and gaining investment approvals.
* Excellent eye for detail.

**Desirable** * An understanding of Azure cloud technologies for data management, BI and analytics.
* Understanding of agile delivery methodologies.
 |  | **Essential*** Excellent analytical skills - the ability to identify trends, patterns and insights from data
* Ability to simply and clearly communicate with non-data scientists.
* Experience using statistical computer languages (R, Python, SLQ, etc.) to manipulate data and draw insights from large data sets.
* Experience working with and creating data architectures.
* Knowledge of a variety of machine learning techniques (clustering, decision tree learning, artificial neural networks, etc.) and their real-world advantages/drawbacks.
* Knowledge of advanced statistical techniques and concepts (regression, properties of distributions, statistical tests and proper usage, etc.) and experience with applications.
* Experience visualizing/presenting data for stakeholders using commercial data visualisation tools (Power BI, Tableau, Digazu etc.)
* Experience with working with Big Data & Enterprise level data repositories
* Experience in utilising and blending multiple data sources to support the modelling process
* Creating standards, policies & best practice

**Desirable** * Experience in Machine Learning, AI, Prescriptive and Automation
* Experience in Data migrations
* Automotive industry experience
* Experience in Data Analytics, VOC, predictive modelling

**Decisions Held*** Which tools to use to deliver analytics
* Statistical methods appropriate to business issues
* Construct of the algorithms

**Stakeholder / Communication Skills*** Partner with key stakeholders such as the Head of Analytics, IT, Business Intelligence, and other teams to transfer predictive models and analysis to business within AA and outside of AA
* Work with Business Owners throughout the organization to identify opportunities for leveraging data science
* Communicate findings with non-data scientists
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In line with our Talent Enablement culture, we will give you ownership and encourage you to deliver outcomes that lie outside of the remit of this Job Profile. We do this to give you extra experience, to stretch and develop you within your role, enabling you to be the best you can be.

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**JOB PROFILE**