

# Creating and Managing a Data Science Team



The right skill sets are needed for a strong data and analytics team. Sometimes it can be difficult to formulate a team, sometimes it can be tough knowing how to manage and leverage their unique skills.

## Choosing the right individuals

Many organizations strive to create the perfect data science team and it's not easy. You need creative individuals who are curious, focused, and detail-oriented.



Experience is key. Your data scientists should know your business, data sources, and industry

Balance the team with full-time employees and technology — there are tasks that machines can tackle quickly



Make sure they can tell a story using data

Find individuals who are not afraid to generate new hypotheses

Identify a team member with skills analyzing data and an understanding of emerging technologies

## Working effectively



Once you have an established team, ensure they are driving toward actionable insights to help solve business issues within your organization. Perhaps you have hired a reporter, or a statistician — someone with a skillset unlike your own. There are behaviors and methods you can and should instill in your data science team.

1

**Challenge your data scientists** with the right questions.

How confident are you in the results?

What comparisons are you making?



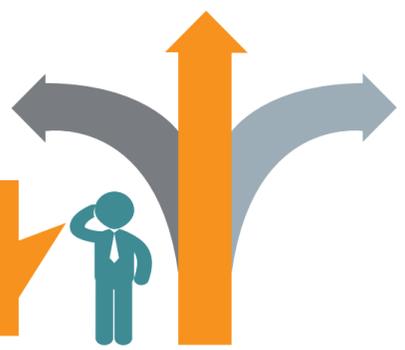
Can you show me more data?

How much data would I have to remove for your result to change?

2

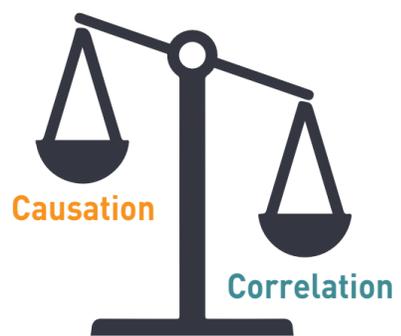
**Ensure your team** recognizes that there is no such thing as a failed experiment, only unexpected outcomes.

OK, this path looks like it is the right direction...



3

**Make certain they understand** the goal of a given set of data. It can be hard to establish causation. Discuss a range of correlations to develop hypotheses about causation.



4

**Get your team comfortable** with samples of data and drawing conclusions. You can find trends and uncover insights within a pool of data.



There is untapped potential within your structured and unstructured data sets. Ensure your data science team will help you draw actionable insights to stay competitive.

For more information on ZS Data Science solutions, contact:

**Alejandro Contreras**, Principal  
alejandro.contreras@zsassociates.com

**Arun Ghosh**, Principal  
arun.ghosh@zsassociates.com

**Sean Walter**, Principal  
sean.walter@zsassociates.com