

# How to Build a Diverse and Productive BI Team

Clint Chegin  
Robyn Rap



**what**

Business Intelligence

job title, keywords or company name

**where**

Chicago

city, state or zip code

**Find Jobs**

[Advanced Job Search](#)



# The World's **#1 Job Site**

Indeed is available in over  
**60** languages in **28** countries;  
covering **94%** of global GDP

# 200 million

global unique visitors per month

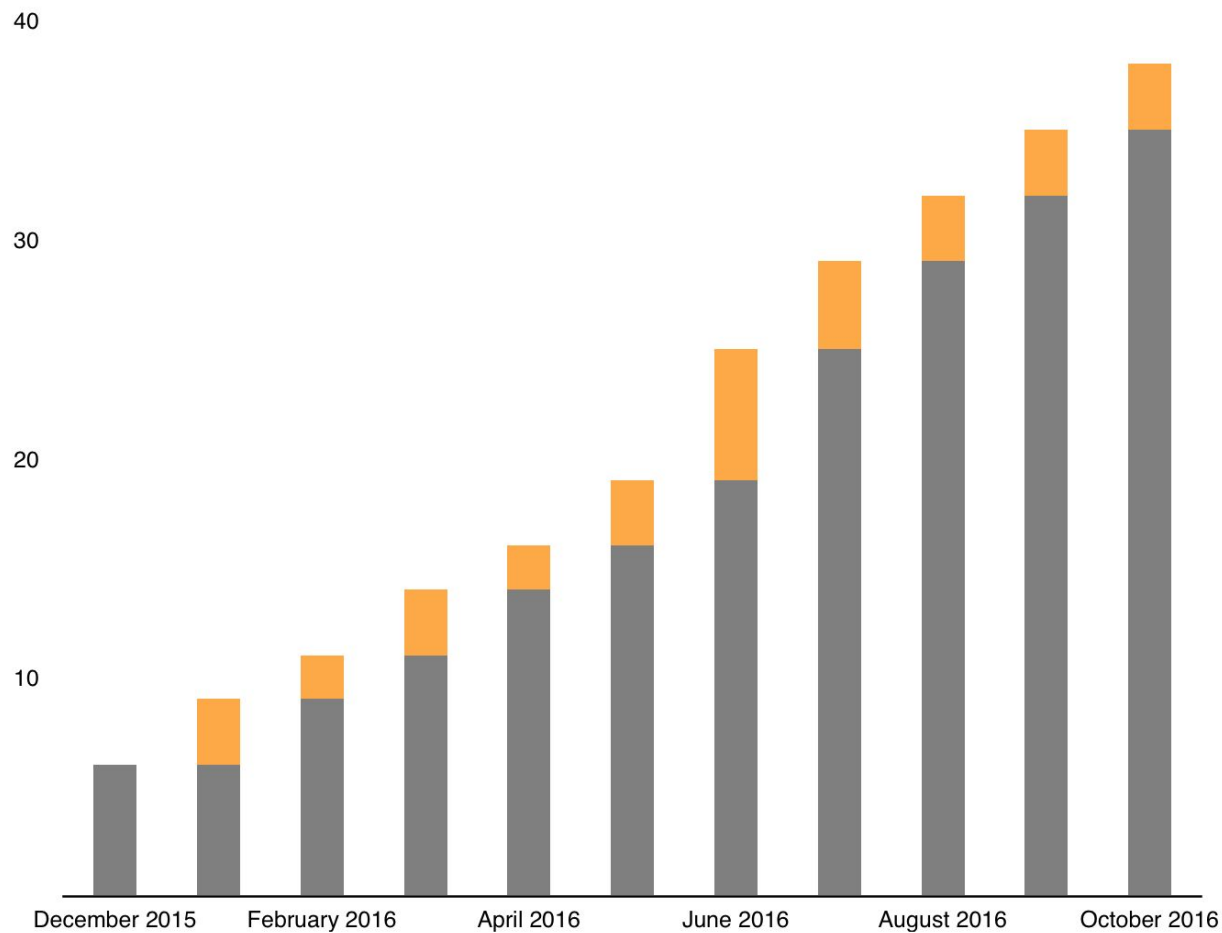
**16 million**  
jobs on Indeed

# About Indeed's BI Team





## New BI Teammates





Our team **spans** across Indeed's **offices**

20 of 42

BI Analysts at Indeed are women

21 of 42

of BI Analysts at Indeed are people of color



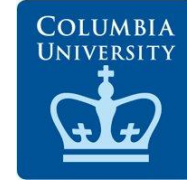
UNIVERSITY OF  
TORONTO

NJIT

New Jersey Institute of Technology



THE UNIVERSITY OF  
CHICAGO



東京大学  
THE UNIVERSITY  
OF TOKYO



BROWN



UNIVERSITY  
AT ALBANY  
State University of New York



ARIZONA



National  
Taiwan  
University



Penn  
UNIVERSITY OF PENNSYLVANIA



indeed  
business intelligence

Philosophy   Computer Science   Marine Biology

Political Science   Psychology   Economics   Physics

Finance   Sociology   Business   Engineering

Mathematics   Spanish   Aerospace Engineering

Statistics   Business Analytics   Linguistics   Japanese









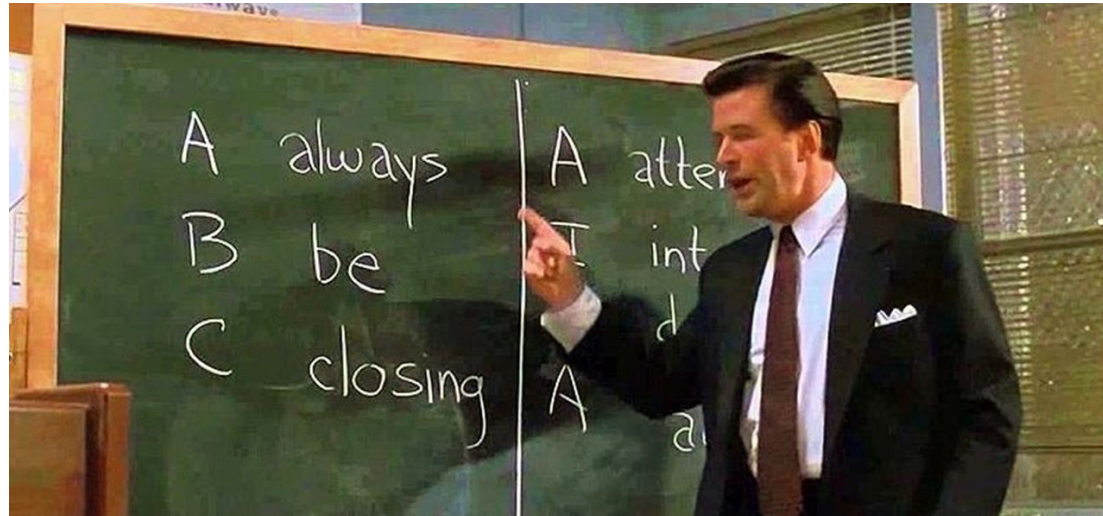
# How'd we do it?

Here are our **3 tips** for  
**hiring** a diverse and  
productive **BI Team**

- 1. Showing is better than telling**
- 2. Twenty eyes are better than two**
- 3. Different is better than exact**

- 1. Showing is better than telling**
- 2. Twenty eyes are better than two**
- 3. Different is better than exact**

Have you ever met a  
candidate who “embellished”  
their



# Résumés tell,



**What are the skills** someone  
would need to do this job  
effectively?

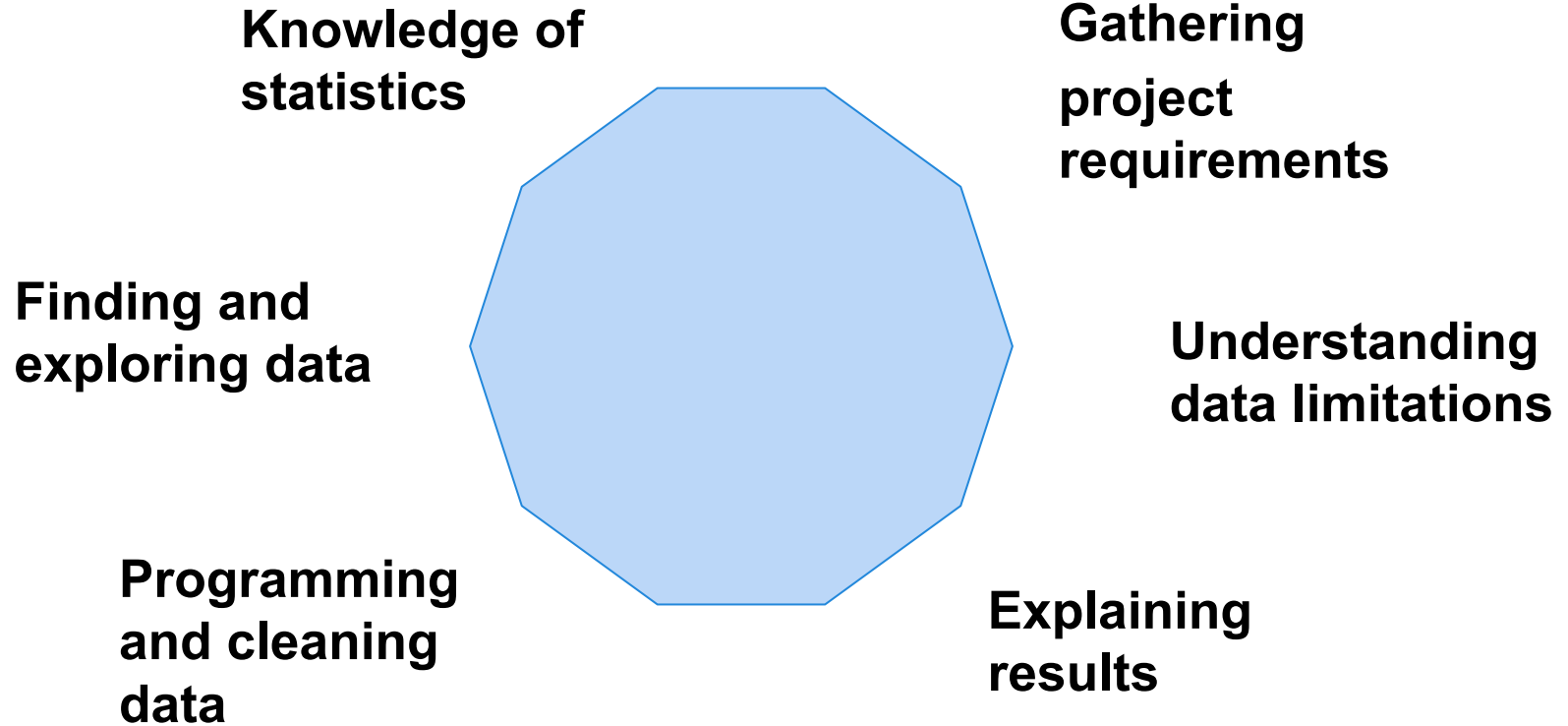
**What are the skills someone would need to do this job effectively?**

**Design your interviews to showcase those skills.**





**BI Analyst**



**How does the candidate  
show us these skills?**

# Homework assignment as initial screen

For this assignment, I used R and RStudio 0.99.902. I also utilized three packages:

1. **plyr**, for `count()`
2. **ggplot2**, for `ggplot()`, `geom_freqpoly()` and `ggtitle()`
3. **reshape2**, for `dcast()`.

Below is a screenshot of the beginning portion of my code. Any references to *neiss2014*, *bodyParts*, *diagCodes* or *disposition* correspond to their respective .csv files.

An R file is attached along with this assignment file. If executed in an IDE, it has been designed to print out all desired information, demonstrated by `cat("")` in code screenshots throughout the following questions.

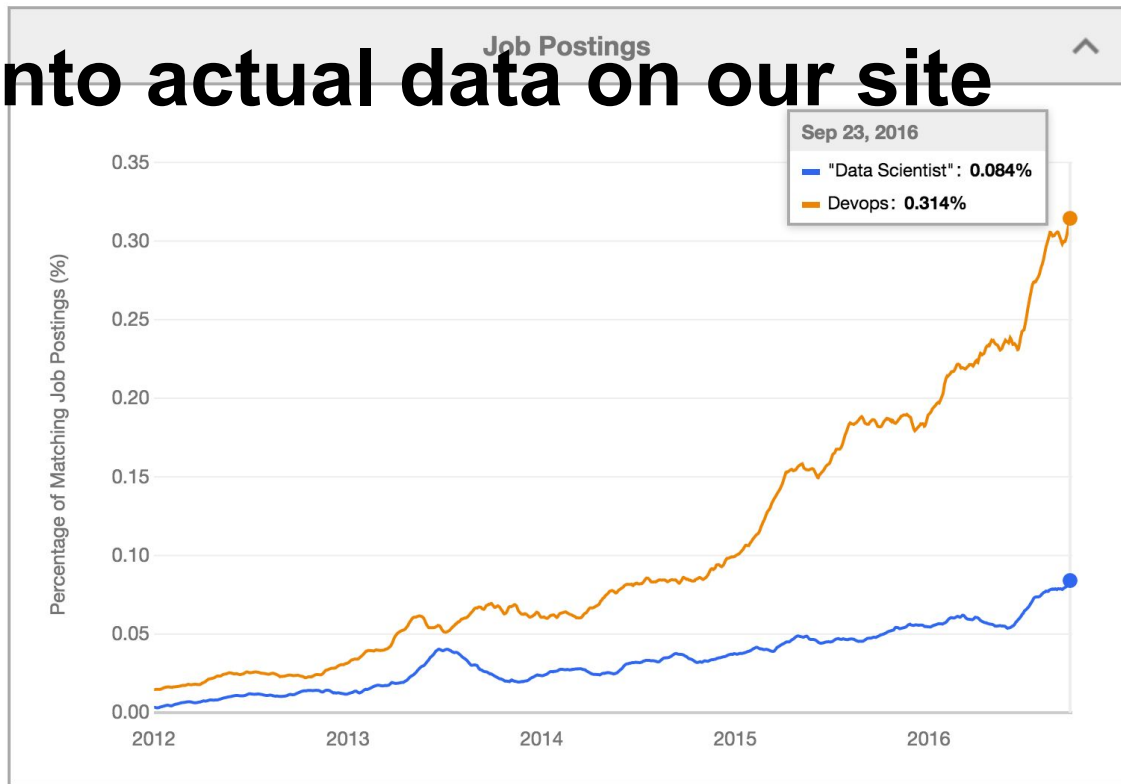
```
# Packages -----
require(plyr)
require(ggplot2)
require(reshape2)

# Data Frames -----
neiss2014 <- read.csv("NEISS2014.csv", stringsAsFactors = FALSE)
bodyParts <- read.csv("BodyParts.csv", stringsAsFactors = FALSE) #neiss2014[, "body_part"]
diagCodes <- read.csv("DiagnosisCodes.csv", stringsAsFactors = FALSE) #neiss2014[, "diag"]
disposition <- read.csv("Disposition.csv", stringsAsFactors = FALSE) #neiss2014[, "disposition"]
```

Role



# Dive into actual data on our site



# Programming exercise

jupyter Untitled 2 Last Checkpoint: 22 minutes ago (autosaved)

File Edit View Insert Cell Kernel Help Python 2

Code Cell Toolbar: None

This is a markdown cell used for documentation.

The above cell was written as: "### This is a markdown cell", followed by Shift+Enter

```
In [12]: import math
print "This is a code cell... and Pi is = ", math.pi
```

This is a code cell... and Pi is = 3.14159265359

```
In [13]: # to enable inline graphs, etc.
%pylab inline

plot(randn(100))
```

Populating the interactive namespace from numpy and matplotlib

```
Out[13]: [<matplotlib.lines.Line2D at 0x7fe2a2496cd0>]
```



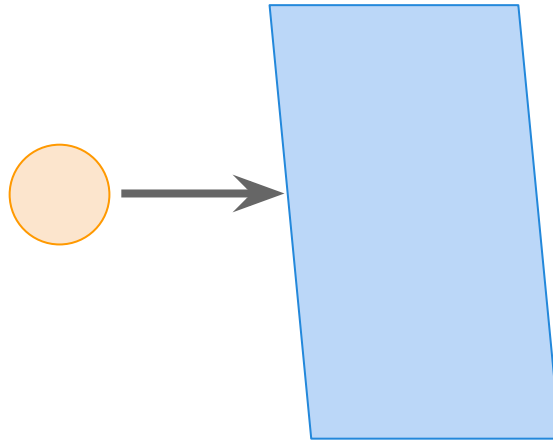
**Sometimes people with strong  
résumés...**

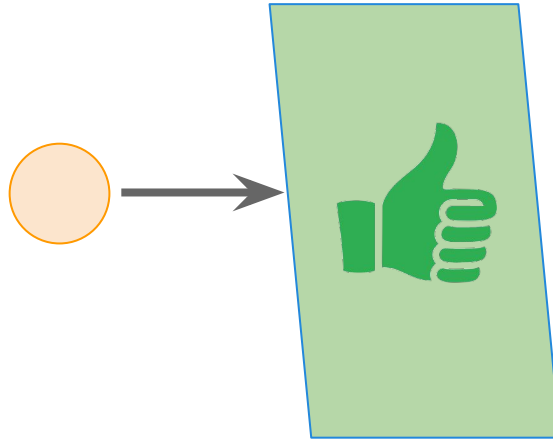


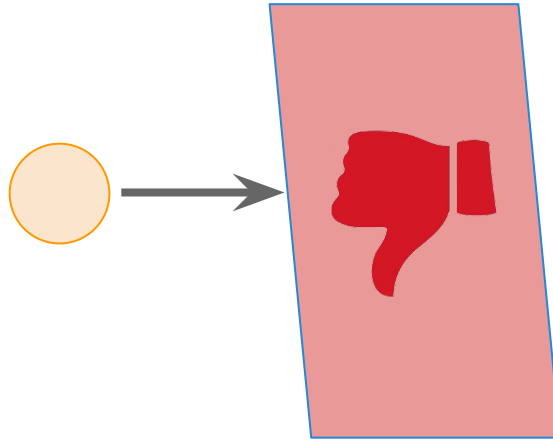
**Sometimes people with strong  
résumés...**

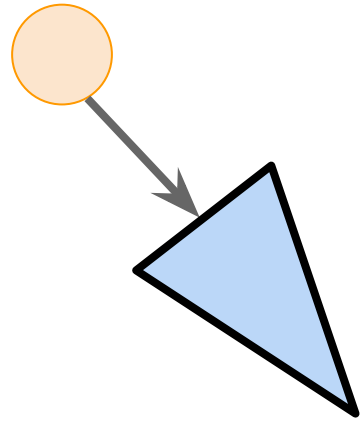
**...perform the worst!**

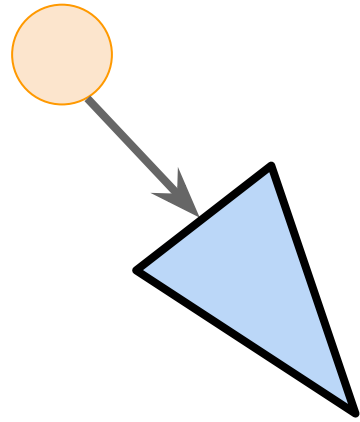
- 1. Showing is better than telling**
- 2. Twenty eyes are better than two**
- 3. Different is better than exact**





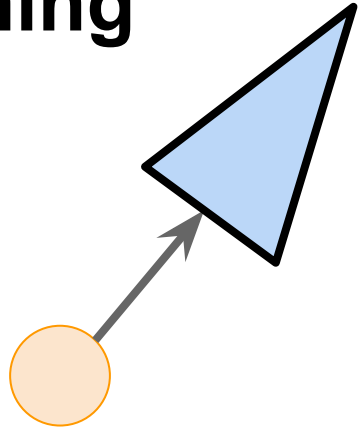




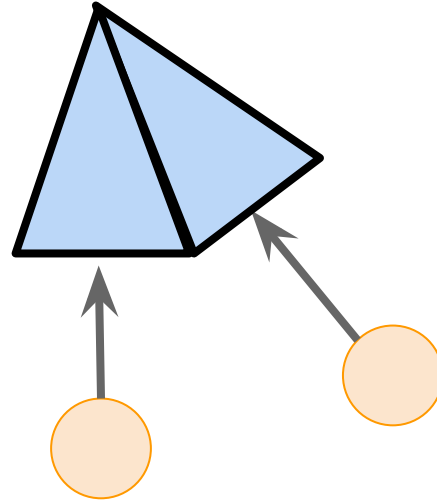


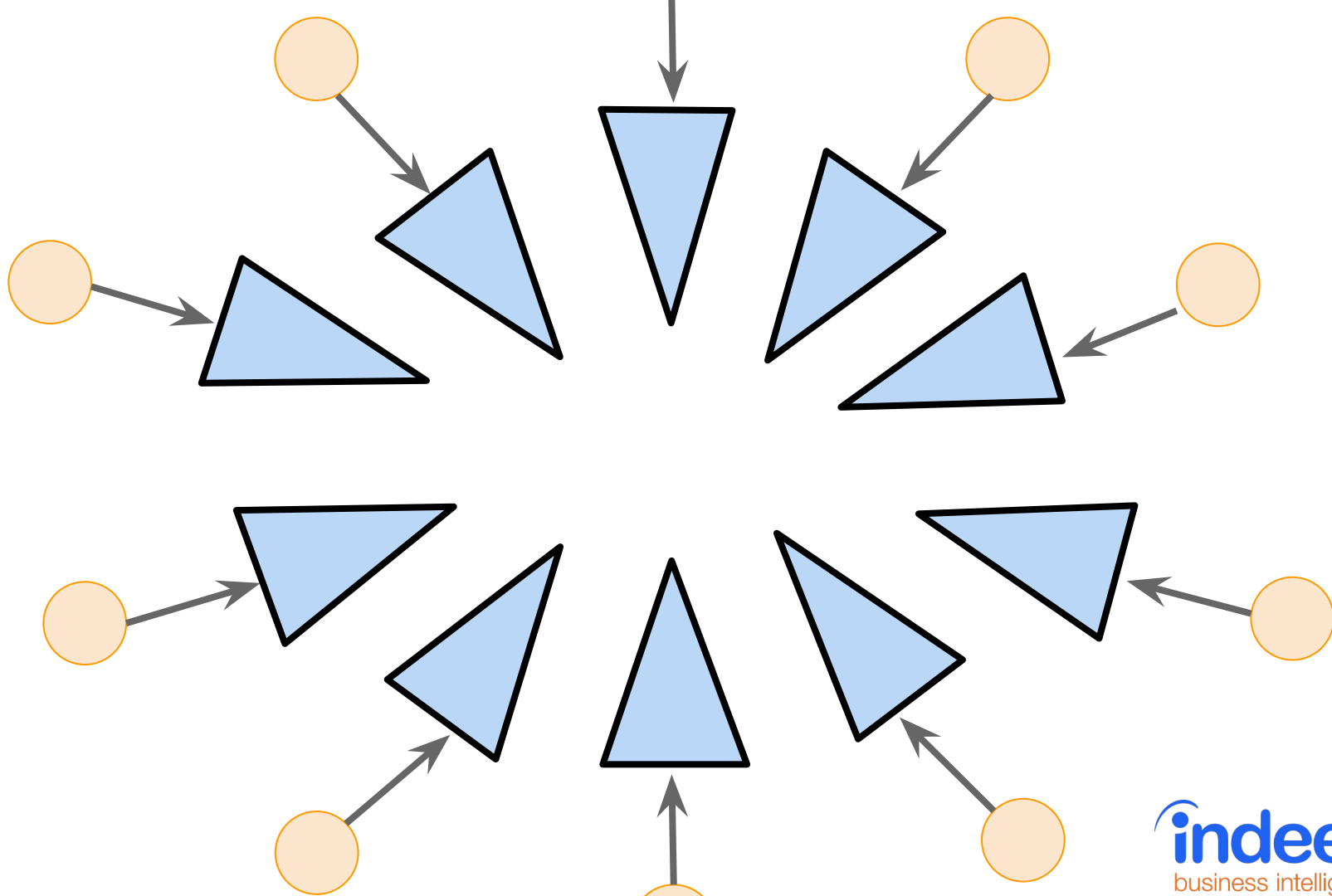
# Statistics

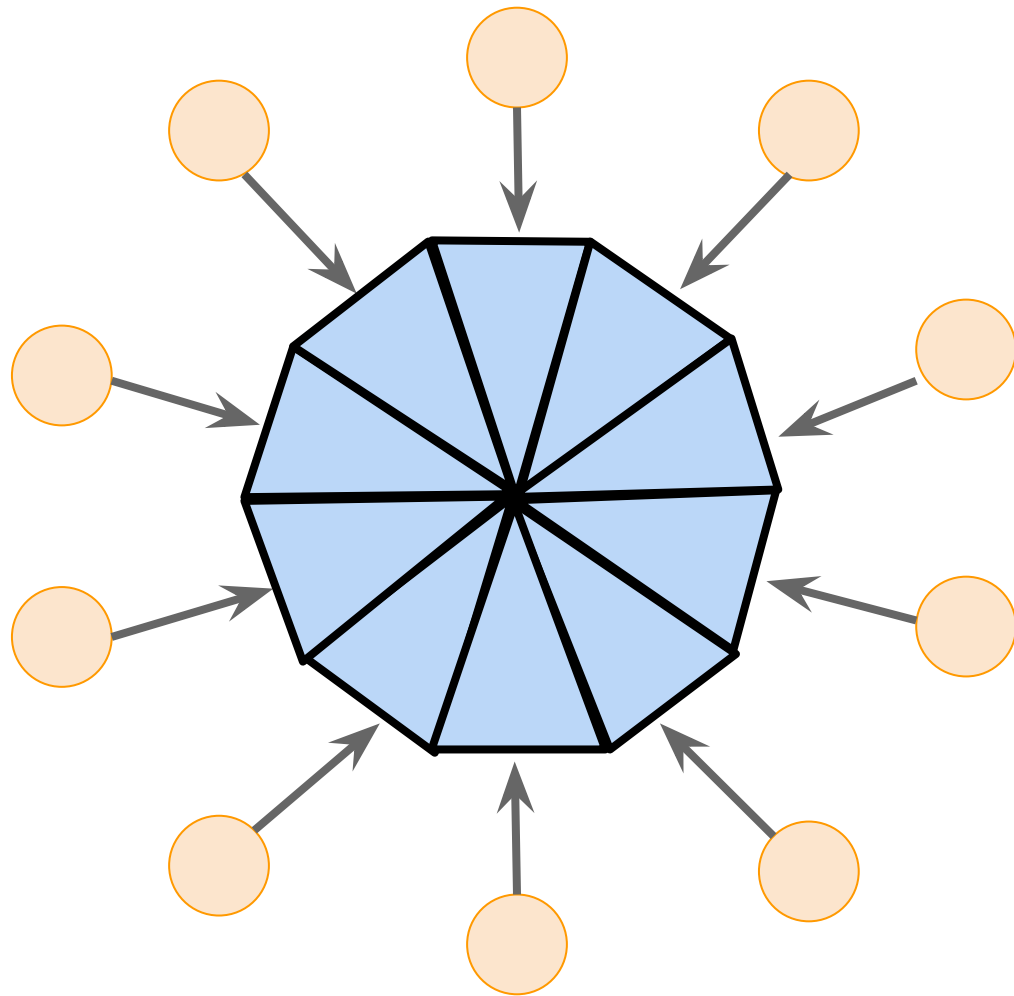
# Programming



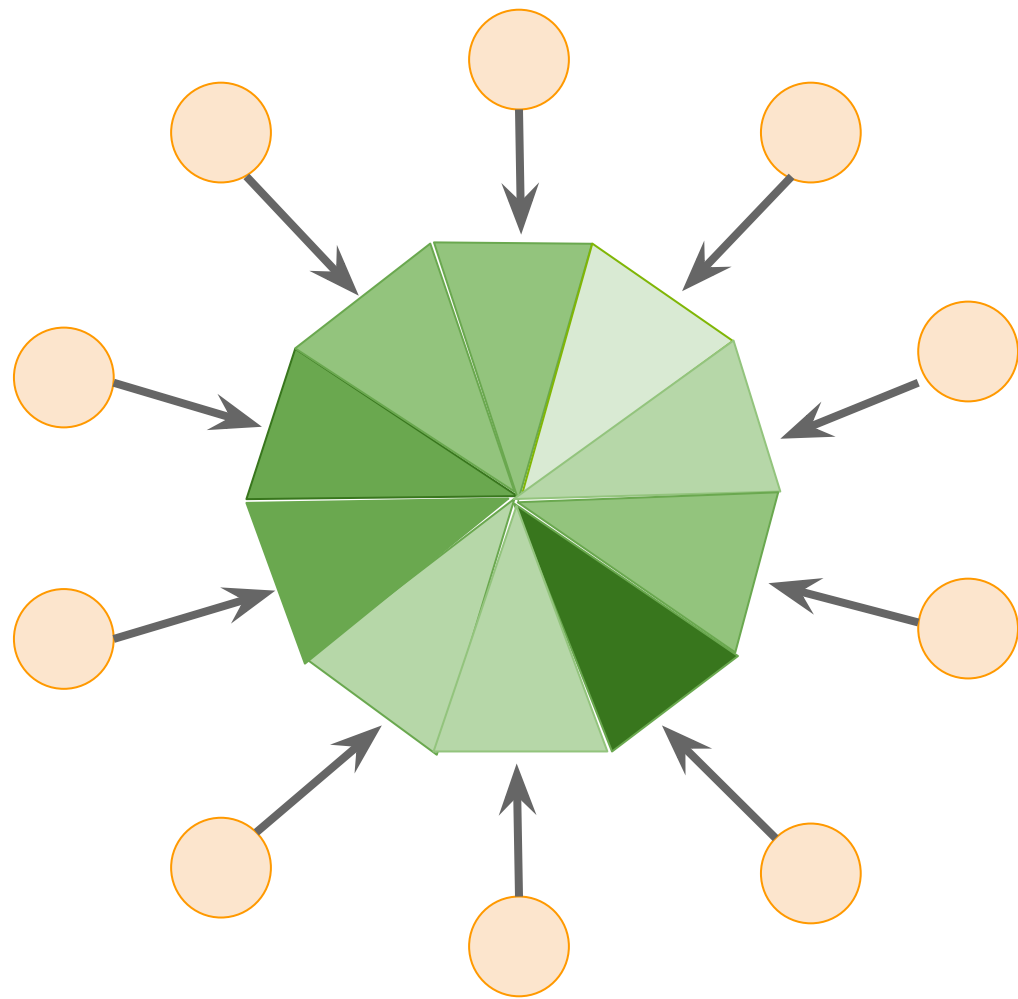


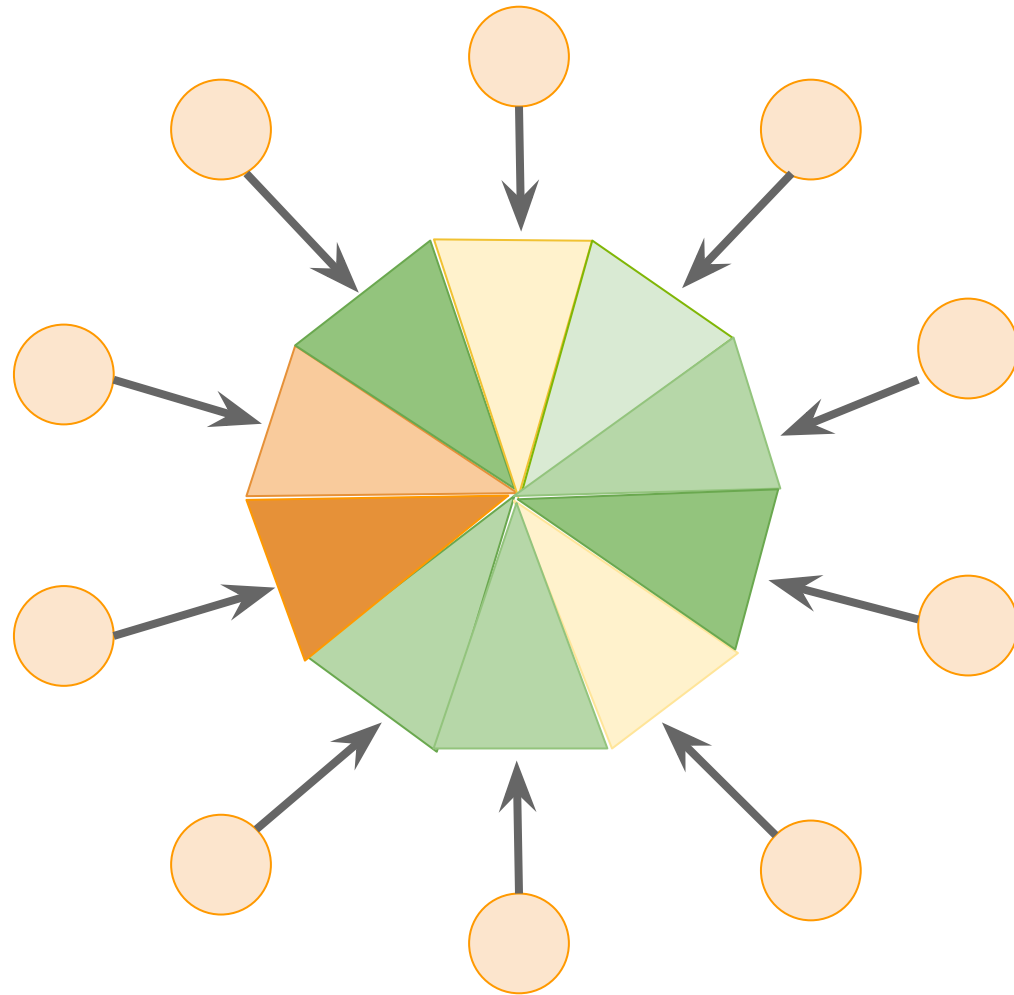






- 1. Showing is better than telling**
- 2. Twenty eyes are better than two**
- 3. Different is better than exact**





What does this person bring to the team  
that is **exciting** or **different**?

Different u

candidates





Does the candidate **recognize** their own  
**limitations**?

- 1. Showing is better than telling**
- 2. Twenty eyes are better than two**
- 3. Different is better than exact**

# Questions?

Clint Chegin & Robyn Rap

We are hiring! [www.indeed.jobs](http://www.indeed.jobs)

