How to Hire Data Scientists

We've worked directly with data scientists for the past seven years, and the role is evolving as quickly as enterprise data. In order to ride the wave of change, we ask 5 questions of every data science candidate at Coseer in order to gauge their skillset and potential fit.

What's so valuable about data science? It's a wide field, but above all else, it's about uncovering insight. It's harder than it seems. *True* insight isn't obvious or easily-accessible. It's surprising, counter-intuitive, and often hiding in unwelcoming places. It takes the left brain and the right brain, working together, to uncover.

This is what we ask data scientists to do for us.

We've found that open-ended interview questions work best to gauge candidates for a unique role like data scientist. Because we're looking for a rare blend of tech savy, analytical thinking, and creativity, facilitating a mini-brainstorming sessions works best. We want to get the creative juices flowing and turn an interview into a real two-way dialogue. If we can get a glimpse into how a candidate thinks through a problem, we quickly get a sense of how he/she can uniquely contribute to Coseer and ultimately fit in with the team.

We go through the below exercise during a candidate's evaluation:

1. **We start with a real world case study and ask about how the candidate will solve various related problems.**
   AI or Deep Learning is not the answer to every problem. In fact, most of the situations can be solved with much simpler approaches.
2. **We then pick a problem and ask the candidate to estimate how much data is necessary to train the model to solve the problem.** This lets us assess whether the candidate knows basic algorithms, and also whether he/she has implemented an AI model before. This discussion inevitably goes into modelling, data structure, etc... It's a great starting point for any direction you'd like to go.
3. **We ask what the candidate would do if only 50-90% of the required data is available.**This helps us gauge basic principles, creativity, and understanding of real world situations. In the real world, few enterprise teams have all the data they need. In most cases, the solution will not be as accurate as expected in the case study.
4. **We then ask the candidate how they'd improve accuracy to reach acceptable standards.** It is important to understand that oftentimes, a model is not the be-all-end-all. In most practical applications, models must be flexible. If the proposed solution is AI, the model must work with humans and other validation processes/sources to give acceptable results.
5. **Finally, we ask the candidate about the ROI of this process in the case study.** This is the domain expertise "secret sauce". We don't expect a data science candidate to

know all about the business side of things, but there are no isolated projects. Everything must live in real world at the end of the day. The best candidates have a solid understanding of the business concerns beneath their assigned projects, and they can keep metrics like ROI in mind as they go.

If you're ready to embark on your journey into enterprise AI and want some deeper perspective into applications of data science, setup a meeting with our team.

What is Next-Generation Enterprise Search?

Coseer's search solutions are transforming industries from healthcare to finance. Our point-and-shoot AI trains finds answers and insights with 95%+ accuracy within 4-12 weeks - all of this in 100% security. The reason? We founded Coseer on the principle that computers should take care of the boring stuff so that humans can focus on creativity and judgment. To that end, we've built enterprise search solutions to complete complex workflows just as humans would in a fraction of the time. Fortune 500 leaders are using Coseer to speed up and automate their most complex work.

We follow a tactical approach to enterprise search:

- We deliver 95-98% accurate solutions within 4-12 weeks.
- Our solutions deploy entirely behind your own firewall for 100% security, and every decision point is logged for full transparency.
- You add the finishing touches, but our point-and-shoot AI practically trains itself. No more huge training data sets or time wasted annotating and tagging.

Visit our website for in-depth case studies, ROI breakdowns per industry, and other insight.