



## **#12 - HR ANALYTICS [PART-TIME / FLEXIBLE]**

**Location:** Singapore  
**Nature of Role:** Part-time / Flexible

### **About UOB**

United Overseas Bank Limited (UOB) is a leading bank in Asia with a global network of more than 500 branches and offices in 19 countries and territories in Asia Pacific, Europe and North America. In Asia, we operate through our head office in Singapore and banking subsidiaries in China, Indonesia, Malaysia and Thailand, as well as branches and offices.

Our history spans more than 80 years. Over this time, we have been guided by our values — Honorable, Enterprising, United and Committed. This means we always strive to do what is right, build for the future, work as one team and pursue long-term success. It is how we work, consistently, be it towards the company, our colleagues or our customers.

### **About the Department**

The **Human Resources** function balances organizational aspirations and employee needs, as we accelerate and strengthen people capabilities to enable sustainable business growth at UOB. Our team of Human Resources specialists are guided by four employee commitments: do what is right, build meaningful careers, make a real difference and lead by positive example. Talent Acquisition (TA) build our people capability by hiring great talent.

### **Job Responsibility:**

- Business Intelligence
- Lead the design and implementation of self-service dashboards with intuitive user experience that presents data insights in a meaningful and actionable manner for key business and HR stakeholders
- Ensure timely and accurate management reporting and dashboards for stakeholders
- Evangelise the dashboards and data concepts to HR stakeholders when necessary, especially to encourage self-service
- People Analytics
- Act as internal consultant on people data and analytics
- Lead and plan the people analytics agenda/roadmap for Group HR
- Partner closely with HR stakeholders to understand business and people drivers, identify analytics use cases and translate business issues into meaningful hypotheses and problem statements for analytics
- Data Stewardship
- Design, development and drive implementation of HR data governance framework
- Facilitate collaboration within the HR data community across HR divisions to promote data governance and stewardship, data quality



- Partner with Digital HR, HR Operations, and data champions to improve data quality via system automation, process control and collaboration

**Job Requirement:**

- Bachelor's degree in Business, Computer Science, Engineering, Statistics or related disciplines coupled.
- Proven track record in leading the design and structure of HR analytics/people data modeling solutions
- Strong data visualization skills with hands on experience in organizing KPIs and building BI dashboards (e.g. Power BI, QlikSense, Tableau)
- Good knowledge and technical expertise in data analysis technologies (e.g. R, Python, SAS)
- Can-do attitude and able to work independently, comfortable with ambiguity

**Be a part of UOB Family**

UOB is an equal opportunity employer. UOB does not discriminate on the basis of a candidate's age, race, gender, colour, religion, sexual orientation, physical or mental disability, or other non-merit factors. All employment decisions at UOB are based on business needs, job requirements and qualifications. If you require any assistance or accommodations to be made for the recruitment process, please inform us when you submit your online application.