

ZAP Analytics Frequently Asked Questions



What is the ZAP Analytics?

ZAP Analytics is aimed at delivering analytics resourcing solutions to meet the growing needs of SMEs and Corporations in their Analytics space.

ZAP Analytics brings together businesses with the top Data Analytics trained candidates in the country. These candidates have a minimum of a 2:1 Bachelor's Degree and have been put through six months of our rigorous and extensive training provided by some of the top Data Scientists in the country on the most in-demand and rarest Data Science skills. Additionally, they have worked on relevant use-case scenario projects, covering some of the most complex problems that organisations can face in their industries. The result is a fully trained 'ready-to-go' Data Scientist eager to make a difference in your organisation.

How does it work?

Pairview takes graduates who have completed degrees in a relevant discipline who have achieved a **2:1 or higher**. Candidates will have undergone and passed our intensive recruitment process which includes:

- One-to-one interviews
- Presentation skills testing
- Psychometric testing (including both verbal and numeric reasoning)
- Myers Briggs personality profiling
- Disclosure and barring service checks (a criminal records check)
- Reference checks
- Proof of their eligibility to work in the UK
- A signed health disclosure form

What can Pairview's ZAP Analytics solution bring to your organisation?

1. **Access to future business leaders** – A source of the very brightest and best graduates with the potential to drive productivity, profitability and growth in your business
2. **Close the skills-gap** – Ensure a regular, ongoing intake of in-demand, rare Data Science talent
3. **Reduce Costs** – An effective and long-term alternative to traditional recruitment
4. **Save Time and Resources** – Avoid training a graduate from scratch without the necessary technical skills and industry insight
5. **'Made to measure talent'** – Bright ambitious, 'ready-to-go' Data Scientists trained with the skills you need in your organisation.

How have candidates been assessed?

Candidates will have passed Pairview's internal assessment process. In addition they will have passed at least one external certification.

How does the ZAP Analytics solution compare to other solutions designed to address the need for Data Science professionals?

- **In House Training**– This is essential to keep Data Science professionals up-to-date with the latest Data Science thinking and technologies. ZAP Analytics complements internal training programmes by offering a proactive approach to management of the Data Science shortage in the short, medium and long term.
- **Third Party Recruitment Providers/Agencies** - Although third party recruitment providers provide a quick fix, short-term and expensive solution. ZAP Analytics provides a cost-effective solution to provide a regular, ongoing intake of in-demand, rare Data Science talent with a flat rate service of only £1,995.
- **Graduate Training Schemes** – Although you're graduate scheme may recruit the brightest university students, these graduates are not trained in the rare Data Science skills that are in so much demand within your organisation.

To train these graduates in-house would drain the time and resource of an overstretched department which should be focusing on driving innovation, competition and productivity within your business.

ZAP Analytics offers not only the very brightest and best graduates but delivers them to you extensively trained in Data Sciences – ready to make transformational value as the future leaders in your business.

- **Relevant University Degree** – Some universities are starting to offer Data Science degrees. However, these are often taught by highly qualified academic Mathematicians rather than top Data Scientists, they are a good academic foundation but do not provide a business with a 'ready-to-go' employee.

How can I APPLY for the ZAP Analytics?

Information of the ZAP Analytics can be found on: <http://www.pairview.co.uk/zapanalytics> where you can pre-register your interest. One of our consultants will then arrange a meeting to discuss your business's needs. You can also contact us directly on 0333 772 0285 or email enquiries@pairview.co.uk

What software will candidates learn during training?

- Hadoop Cluster
- SAS
- SSIS
- SSAS
- SSRS

- SQL
- R
- Python
- Advanced Excel
- Tableau
- Qlikview
- Cognos
- SPSS

What Soft skills will Zap Analytics' Candidates learn?

- Project management
- Presentation Skills
- Practical, hands-on 'real life' project based experience.
- Communication skills - How to clearly translate their technical findings to a non-technical team, such as the Marketing or Sales department.
- Intellectual curiosity and ability to challenge information to look for trends, patterns and answers.

Will the course content be relevant to my industry?

Yes. Delegates will have worked on use-case scenarios of the most difficult problems organisations face in each industry. We also offer the option to tailor the course with add-ons to meet your individual business needs and requirements.

How much does it cost?

Our ZAP lite service is available at a flat rate of £995 for each Pairview candidate recruited.

What starting salary my company should have to pay candidates from the Data Science Talent Programme?

Candidates must receive a minimum of £25,000 in the UK for a 37 hour working week for a permanent contract. (For overseas placements – please contact our consultants who can advise on salaries in other countries).

How soon can a candidate start work in my company?

The candidates can be working within your company up to 1 week – for contractors and short-term projects; and 1 week to 1 month for permanent contracts - from the date contracts are signed.

What aftercare package is available for candidates?

Pairview offer support from tutors to candidates for the first month following their placement.

Can I tailor the course content to my organisation's needs?

Where possible we will try and accommodate your requests. Please discuss your requirements with our consultant.

