Data Scientist / Sr. Data Scientist

You were made to do this work: designing new technologies, diving into data, optimizing digital experiences, and constantly developing better, faster ways to get results. You want to be part of a performance culture dedicated to building technology for a purpose that matters. You want to work in an environment that promotes sustainability, inclusion, wellbeing, and career development. In your **Data Scientist** role, you'll help us deliver better care for billions of people around the world.

Kimberly-Clark is on a mission to transform to become a data driven and AI-First company. Our enterprise vision is to embed an algorithm into every K-C decision, process, and product. To support this vision, Kimberly-Clark North America (KCNA) is investing in the growth of our high-performance **Data Science and Advanced Analytics Strategy team** and we are looking for entrepreneurial-minded innovators to join us in our journey.

The purpose of this agile central team is to develop high-risk, high-reward data science solutions that will unlock future growth of analytics-based solutions across the enterprise.

This newly created **individual contributor role** will report to the Data Science Strategy Leader and will build our muscle around **prescriptive analytics** capabilities in commercial landscape.

We are looking for individuals that have experience in one or more of the following focus areas:

- Strategic pricing optimization
- Revenue growth management
- Advanced marketing measurement and optimization
- Zero and first party consumer datasets
- Demand planning, forecasting and S&OP

This role is ideal for candidates who excel at operating in environments with imperfect data, and comfortable prioritizing progress over perfection by making reasonable business assumptions.

Responsibilities:

- Work with Data Science Strategy Leader to define data science use cases with a bias towards problems requiring prescriptive analytics, propose potential modeling approaches, assess feasibility, estimate effort and data requirements, draft project plans

- Build Proof-of-Concept data science models: acquire, cleanse, and harmonize data, analyze, and identify appropriate optimization algorithms, build models that are interpretable, explainable, and sustainable at scale and meets the business needs

- Engage stakeholders, including product and business teams, through frequent check-ins, progress updates, visualizations, and interactive dashboards designed for non-technical audiences
- Interpret model outputs, draw actionable insights, present findings, and make recommendations to cross-functional and senior leadership teams
- Collaborate with Enterprise AI/ML product teams and DTS Delivery teams to scale proven high value Proof-of-Concept models where enterprise certified products are required

About You:
You're driven to perform at the highest level possible, and you appreciate a performance culture fueled by authentic caring. You want to be part of a company actively dedicated to sustainability, inclusion, wellbeing, and career development. To succeed in this role, you will need the following qualifications:

Critical Soft Skills:
- Effective, clear and compelling communication skills to engage stakeholders and maintain their engagement throughout the process
- Experience grounding muddy and fuzzy analytics problems with an open, inquisitive mind to seek information and challenge the status quo
- Comfort in making reasonable assumptions to push forward when faced with less than complete data, known and unknown unknowns, in a fail-fast fail-forward environment
- Very strong academic curiosity to research and learn new approaches, thrive in a culture of innovation, be opened to challenge, and be challenged
- Self-starter who can see the big picture, look ahead to identify opportunities, and prioritize your work to make the largest impact on the businesses and customer's vision and requirements

Critical Technical Skills:
- 3+ years of experience with hands-on involvement in data science projects (research or consulting experience is a plus; experience in CPG/Retail, Digital Marketing, e-Commerce, or Revenue Management preferred)
- A bachelor's degree in a quantitative field (e.g., Engineering, Computer Science, Statistics, Economics, or Mathematics) - An advanced degree in a quantitative field is preferred and will be accepted in lieu of 2 years of experience.
- Proficiency in SQL and any one other programming language (e.g., R, Python, C++, Minitab, SAS, Matlab, VBA – knowledge of optimization engines such as CPLEX or Gurobi is a plus)
- Proficiency in any data visualization software (e.g., Power BI, Tableau, Qlik, D3, Shiny)
- Theoretical or practical experience in mathematical optimization techniques (e.g. linear and non-linear optimization, mixed integer programming, sensitivity analysis, constraint programming etc.)
- Experience in machine learning methods (e.g. multivariate regression, feature engineering, random forests, XGBoost, elastic nets, hierarchical bayesian regression, unsupervised learning, clustering/segmentation)

For Kimberly-Clark to grow and prosper, we must be an inclusive organization that applies the diverse experiences and passions of its team members to brands that make life better for people all around the world. We actively seek to build a workforce that reflects the experiences of our consumers. When you bring your original thinking to Kimberly-Clark, you fuel the continued success of our enterprise. We are a

committed equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, sexual orientation, gender identity, age, pregnancy, genetic information, citizenship status, or any other characteristic protected by law.

The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.