

## Senior Data Science and Analytics Specialist

**ABOUT US** | HR&A Advisors, Inc. (HR&A) is an employee-owned company advising public, private, non-profit, and philanthropic clients on how to increase opportunity and advance quality of life in cities.

We believe in creating vital places, building equitable and resilient communities, and improving people's lives.

From Brooklyn to London, Medellin to Hong Kong, we have guided hundreds of clients in transforming real estate and economic development concepts, and public infrastructure, first into actionable plans and then into job-producing, community-strengthening assets.

Our clients include real estate owners and investors, hospitals and universities, cultural institutions and philanthropies, community development organizations, and governments.

HR&A has offices in Atlanta, Dallas, Los Angeles, New York, Raleigh, Washington D.C. and the Bay Area. We come from diverse backgrounds, have a breadth of lived experience, and share a passion for cities. We are former city officials, executive directors, planners, lawyers, architects, and economists.

[Hear more about the HR&A experience from our staff.](#)

Learn more about careers at HR&A on our website [here](#).

**THE OPPORTUNITY** | HR&A Labs is a rapidly growing internal team that works closely with project teams across all of our business lines to prototype products, serve data science requests, and increase the quality and efficiency of our work. Over the past four years, HR&A Labs has developed dashboards, products, and actionable data analysis to state and local governments to push forward housing access, broadband adoption, and data transparency.

This position will primarily support the design and implementation of internal data tools and be deployed onto projects to help provide data science and analytics expertise across a wide set of business lines.

**THE ROLE** | HR&A Labs is seeking a Senior Data Science and Analytics Specialist to support the rapid growth of our digital services offerings. This role can be based in our New York office. This role is for mid-level professionals with 5-8 years of professional experience who own the substance of our client work products. As a Senior Data Science and Analytics Specialist, you will have the opportunity to have high impact across numerous projects and build the capacities of our clients nationally, as well as to continually build your skills in complex data analytics, visualization, and web development.

**EXPERIENCE REQUIRED** | The Senior Data Science and Analytics Specialist will conduct complex data and geospatial analysis, develop compelling visualizations, and measure key economic and social indicators. Day-to-day tasks include procuring and analyzing large datasets, building interactive dashboards, developing data systems and tools, and leading self-directed projects that advance our mission and clients' goals, including:

- Five to eight years of relevant professional experience
- Proficiency with geospatial analysis and packages in Python required
- Experience conducting geospatial, vicinity/buffer, site suitability, socio-economic, and demographic analysis preferred
- Experience in product design, rapid tool prototyping (using generative AI tools), and wireframing preferred
- Experience developing clear and captivating data visualizations for a variety of audiences
- Proficiency with cleaning, manipulating, and merging public, proprietary, and internal data sets for analysis
- Proficiency with Python preferred; with experience in using publicly available APIs to build web-based dashboards and tools.
- Experience with census data, PUMS data, and other economic data required.
- Proficiency in common AI tools (i.e., LLMs like ChatGPT) and understanding of best practices for responsible use, citation and incorporation into research and other tasks
- Understanding of limitations of AI tools and demonstrated ability to independently verify data and AI outputs
- Demonstrated interest in using emerging AI tools to accelerate data analysis, deliverable production and other specialized methodologies
- Excellent written and verbal communication skills

- Demonstrated capacity for leadership, critical thinking, and creativity
- Experience working on and managing fast-paced, collaborative teams and projects, including scoping, structuring, creating, and reviewing deliverables
- Ability to work across assignments, including managing multiple project workstreams and deadlines
- Bachelor's degree (master's preferred) with a focus on data science/analytics, geographic information science/analytics, urban planning/design/data, regional science/analytics, architecture, economics, business, public policy, real estate, or other related fields

**HYBRID WORK POLICY** | HR&A fosters a collaborative and flexible work environment through our hybrid work policy. Employees work from the office at least three days a week, which allows individuals the freedom to balance their professional and personal lives while maintaining a strong connection to their teams.

**COMPENSATION** | The base salary range for this position is \$105,100-\$119,100, plus the opportunity for a discretionary year-end bonus. Where an offer falls inside this pay range is dependent on experience. We offer competitive compensation packages, based on qualifications and experience. We are an employee-owned company, meaning you will have the opportunity to benefit from the firm's growth over time through participation in our Employee Stock Ownership Plan. Each year, the firm will contribute funds to this long-term wealth-building account and may make contributions to other retirement accounts. We also provide a comprehensive benefits package that goes well beyond coverage of 90-95% of healthcare premiums, including dental and vision coverage.

**HOW TO APPLY** | HR&A is committed to attracting and retaining a talented, diverse, competitive team of professionals dedicated to solving the challenges of urban life. Women, people of color, members of the LGBTQ community, individuals with disabilities, and veterans are strongly encouraged to apply.

To apply, click [here](#). Please submit your cover letter and resume as a single PDF document. We ask that you submit a version of your resume that has your **school information removed**. There is no need to reformat your resume, and you should leave your degree (e.g., "B.A. Communications"). However, please **remove all undergraduate and graduate school name references**. This request is part of

our ongoing work to build a hiring system that is free from bias and based on candidate merit and performance in the hiring process.

All qualified candidates will receive consideration for employment without regard to their race, religion, ancestry, national origin, sex, sexual orientation, gender identity or expression, age, disability, marital status, medical condition, veteran status, or any other basis as protected by federal, state, or local law.

For more information, please contact us at [jobs@hraadvisors.com](mailto:jobs@hraadvisors.com).