

## **Specialisterne USA is recruiting!**

**Specialisterne USA works with employers to help them integrate more neurodiversity into their workforce. Presently, Specialisterne USA is working with Deloitte Consulting, LLP to hire experienced professionals into their Neurodiversity Hiring Initiative.**

Specialisterne USA provides recruitment, staffing solutions and management support to businesses interested in employing neurodiverse talent. A different perspective or an alternative communication style can be a great asset to any employer, yet because of standard recruitment processes and management practices, many people on the autism spectrum or with other neurodivergence can face challenges accessing and maintaining employment. Our process is designed to address these challenges.

Deloitte's Neurodiversity Hiring Initiative consists of a three-month apprenticeship with an opportunity for full-time employment upon successful completion of the three-month apprenticeship.

Descriptions of the roles are provided below. Applications should be submitted in full no later than **Sunday, September 18th @ 11:00 pm ET.**

*\*\*We encourage candidates to apply if they are interested in any of the roles even if they do not meet all of the requirements listed\*\**

### **Data Analytics Solution Consultant – Deloitte & Touche, LLP (US Delivery Center) Virtual within a commutable distance from an approved location/Some in-office time\***

#### **Work you'll do/Responsibilities**

- Perform day-to-day quantitative risk analysis including the development, maintenance, and operations of a suite of advanced analytical, econometric, and AI models and business intelligence tools.
- Be accountable for interpreting and translating results, trends, and takeaways to team members, clients, and executive leadership with varying levels of subject matter knowledge.
- Drive the production of predictive analytic reports, responsible for executing key modeling governance activities around change management, performance monitoring, and testing, in alignment with industry best practices.
- Develop and lead new, innovative analyses which may include dataset manipulation and transformation, piloting of cutting-edge AI and machine learning analytical techniques and technologies, and transformation of static reporting into dynamic visualizations.
- This is a cross-functional role where teams will interact with data collection, reporting, system designers, architects, database administrators, and cyber risk professionals to assist, from a business prospective, in overall production processes to enhance the value delivered to our clients.

#### **Qualifications Required**

- 2 + years of experience in one or more of the following areas:
  - Data quality analysis, statistical analysis and/or modeling, financial or cost analysis, internal controls, and/or external/internal financial audit.
- Experience across the entire model development lifecycle, including interacting with model risk management teams and executing model governance best practices

- Deep technical understanding, including proficiency in an analytical programming language, such as SAS, Python, or R, to provide clear technical direction, mentoring and growing the skills of your team
- Hands-on development experience of AI and machine learning models, packages, or COTS tools, with corresponding model risk management and governance of AI and machine learning (e.g., bias)
- Strong executive presentation skills, able to strategically and effectively communicate with both external and internal stakeholders, as well as collaboratively across business units, technology, and policy teams
- Bachelor's Degree in Economics, Finance, Statistics, Mathematics, Computer Science, Management Information Systems, Engineering, Business Analytics disciplines, or related area.
- Must be legally authorized to work in the United States without the need for employer sponsorship, now or at any time in the future
- Ability to obtain and maintain the required clearance for this role

#### **Nice to Have (Not Required)**

- Master's degree
- Development experience of explainable AI (XAI) algorithms and frameworks
- Development of AI audit and ethics frameworks
- CFA, FRM, INFORMS CAP, or similar industry certificate

*\*Must live a commutable distance to one of the following cities: Atlanta, GA; Austin, TX; Boston, MA; Charlotte, NC; Chicago, IL; Cincinnati, OH; Cleveland, OH; Dallas, TX; Denver, CO; Detroit, MI; Gilbert, AZ; Houston, TX; Indianapolis, IN; Kansas City, MO; Lake Mary, FL; Los Angeles, CA; Mechanicsburg, PA; Miami, FL; McLean, VA; Minneapolis, MN; Nashville, TN; Orange County, CA; Philadelphia, PA; Phoenix, AZ; Pittsburgh, PA; Rosslyn, VA; Sacramento, CA; St. Louis, MO; San Diego, CA; Seattle, WA; Tallahassee, FL; Tampa, FL; or be willing to relocate to one of the following USDC locations: Gilbert, AZ; Lake Mary, FL; Mechanicsburg, PA.*

#### **Data Analytics Solution Consultant Deloitte & Touche LLP Rosslyn, VA (Hybrid)**

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- Deep technical understanding, including proficiency in an analytical programming language, such as SAS, Python, or R, to provide clear technical direction, mentoring and growing the skills of your team
- Hands-on development experience of AI and machine learning models, packages, or COTS tools, with corresponding model risk management and governance of AI and machine learning (e.g., bias)
- Strong executive presentation skills, able to strategically and effectively communicate with both external and internal stakeholders, as well as collaboratively across business units, technology, and policy teams
- Bachelor's Degree in Economics, Finance, Statistics, Mathematics, Computer Science, Management Information Systems, Engineering, Business Analytics disciplines, or related area.
- Must be legally authorized to work in the United States without the need for employer sponsorship, now or at any time in the future
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## The Recruitment Process

### Application

The first step in the recruitment process is for interested candidates to apply to participate in the assessment process for the roles. This will involve completing an online questionnaire as well as submitting their resume to Specialisterne USA. Applicants will be shortlisted for participation in the next step based on a review of each online questionnaire and assessing the likelihood of fit for the roles for which we are recruiting.

### Employment Workshop

The next step in the Specialisterne recruitment process is an Employment Workshop. It is a hands-on, task-based experience where you will work on specific projects in a relaxed setting. It is an opportunity to learn about our approach to hiring, and for us to get to know you – what motivates you, your interests and your skills.

### Assessment

Candidates whose profiles are well-suited for the roles for which we are recruiting will be invited to complete a Deloitte application and participate in a two-week skills evaluation and assessment program in a virtual environment. It will include case-studies, real-life work scenarios, and insight into the roles.

**Employment**

Employment offers for internships are made to the candidates with the best fit. Once accepted, the individuals will transition into their positions at the organization. Specialisterne USA will provide support where necessary, which may include modifications to the work environment.

Those not selected can have their profiles added to our database for consideration for other more suitable job opportunities in the future.