

Q-STEP SUMMER INTERNSHIPS 2021

Nest - HR data analysis - what drives culture?

Organisation and Team

Nest Corporation: MI and Analytics

10 South Colonnade, Canary Wharf, London

Selection Method

Written CV & cover letter followed by an interview

Application Criteria

Essential:

Statistical understanding and ability to do survey analysis

Creativity & storytelling – a visual eye for unique ways to tell a story

Self-starter - Desire and ability to learn a new tool to get your story across in a creative, automated and compelling way

Microsoft Excel

Desirable:

Microsoft PowerBI basics

SPSS

R

Key Words

visualisation, viz, survey analysis, people data, statistics, PowerBI, business intelligence

Project Outline

Nest is a government success story – 10 years old and already it holds a pension for almost 1 in 3 UK workers. We all feel the social purpose of the organisation – helping millions, especially those on lower incomes, to have a better retirement.

Our staff are really important to us, and we run many surveys and we have a lot of data on staff, but we're not pulling it all together to really understand what drives our culture, and how we can make better choices to make Nest an even more brilliant place to work.

We'll need you to pull all the surveys together, then do the analysis to work out what is most important to staff and what can drive our culture of Transparency, Respect, Ease and Empowerment. Please help us to automate and visualise analysis so that we can make it available on a regular basis to senior stakeholders. We need you to make the data tell a story that people will understand and take action on.

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Practical Considerations

All Nest employees work from home, and going to the office isn't mandatory, and won't be in the future. We might ask you to come into the office for a day here or there, and if so, we'll pay for your ticket to London.

Issues of Data Confidentiality / IPR

The data you work with will be anonymised. You will have to sign an NDA because you will have access to systems and internal Nest information, with access to sensitive personal data.

Support and Training

You'll have two mentors supervising you - helping you to structure how you approach this challenge.

You'll also have weekly and bi-weekly check ins and training from different analysts and others in the organisation to help guide your work, as well as meetings with senior stakeholders.

Much of the PowerBI or other software training will be from suppliers and forums, and will be self-directed.

Supporting Information

You'll be using 'user-centred' design principles for your challenge. You will have two presentations to make to a group of about 10 people - one after a month to show work in progress, and one at the end to show your brilliance and tell us how you did it.