

Questions to ask yourself when projecting about your current and future needs for data jobs:

What are our organizational goals and objectives?

- How can data support our organizational goals and objectives?
- What specific outcomes or results are we aiming to achieve through data-driven initiatives?

What data-related challenges or opportunities are we facing?

- Are there specific pain points or inefficiencies in our current data processes?
- What opportunities exist for leveraging data to drive innovation or gain a competitive advantage?

What is the scope and complexity of our data landscape?

- What types of data do we collect and manage (e.g., structured, unstructured, big data)?
- How large and diverse is our data ecosystem (e.g., sources, formats, volumes)?
- How clean and quality controlled is our data? (Is it ready for analysis?)

What are the regulatory and compliance requirements related to data?

- Are there industry-specific regulations (e.g., GDPR, HIPAA) or internal policies governing data privacy and security?
- How do these requirements influence our data handling practices and staffing needs – around the data and the technology to support it?

What are our current data capabilities and maturity level?

- What roles and skill sets do we currently have within the organization?
- How mature are our data processes, technologies, and infrastructure?
- What is our ability to act on the data, today and in the near future?

What are the specific tasks and responsibilities related to data within our organization?

- Do we need skills focused on data analysis, data engineering, data science, data governance, or a combination?
- Are there niche areas or domain-specific expertise required for our data initiatives?

What are the resource constraints (e.g., budget, time) for hiring and building data capabilities?

- Do data initiatives and prospective personnel have leadership support?
- What level of investment is feasible for recruiting, training, and retaining data talent?
- Are there opportunities for leveraging external resources (e.g., consultants, contractors, board) to complement internal capabilities?

What are the long-term strategic goals for data within the organization?

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- How do we anticipate our data needs evolving over time?
- What roles and capabilities are necessary to support the future growth and scalability of our data initiatives?