

JOB TITLE	:	SENIOR SPECIALIST: ADVANCED ANALYTICS (DATA SCIENTIST)
REPORTS TO	:	HEAD: ANALYTICS
BUSINESS UNIT	:	OPERATIONS
LOCATION	:	HEAD OFFICE: PRETORIA
POSITION STATUS	:	PERMANENT
POSITION GRADE	:	D2

Purpose of the Job

The Senior Specialist: Advanced Analytics is accountable for leading Postbank's advanced analytics and data-science capability for assigned enterprise domains. The role defines analytical standards, prioritises and governs the advanced analytics portfolio, translates strategic and regulatory priorities into executable analytics roadmaps, and provides authoritative specialist leadership over high-impact models, data-science solutions, model-risk controls, stakeholder advisory and the performance delivery of Data Scientist resources.

Job Responsibilities

Advanced Analytics Strategy, Portfolio and Standards

- Translate Postbank priorities into an advanced analytics roadmap, delivery portfolio and standards for assigned domains.
- Prioritise analytical initiatives based on strategic benefit, regulatory need, operational urgency, data readiness, risk and resourcing constraints.
- Define reusable standards for problem framing, data preparation, model development, validation, documentation, monitoring and reporting.
- Advise the Head: Analytics and senior stakeholders on analytics opportunities, trade-offs, dependencies, risks and investment requirement
- Lead the adoption of scalable analytics methods, platforms and ways of work that improve delivery quality and speed.

Enterprise Solution Leadership and Delivery

- Lead complex predictive, prescriptive, segmentation, forecasting, optimisation and machine-learning initiatives from concept to implementation handover.
- Approve analytical design choices, modelling approaches, validation methods, implementation assumptions and business interpretation for high-impact outputs.
- Coordinate cross-functional dependencies with BI, automation, data, technology, risk, operations and business stakeholders.
- Review and challenge Data Scientist outputs to ensure technical quality, business relevance, reproducibility and governance compliance.
- Present complex analytics findings, recommendations and options to executive, operational and technical audiences.

Governance, Risk, Compliance, and Auditability

- Own the advanced analytics model register, documentation standards and evidence requirements for assigned domains.
- Ensure compliance with POPIA, FSCA requirements, Postbank governance frameworks, data-security controls and model-risk practices.
- Oversee model validation, explainability, bias testing, drift monitoring, performance thresholds, version control and retirement criteria
- Coordinate audit, internal control, regulatory or assurance evidence relating to advanced analytics outputs.
- Escalate material risks and recommend control improvements to the Head: Analytics.

People, Resource and Capability Leadership

- Lead, allocate and monitor work of Data Scientist resources in line with portfolio priorities, deadlines and quality standards.
- Set role expectations, review performance inputs, coach technical capability and identify skills-development needs.
- Contribute to workforce planning, recruitment, onboarding, probation input and succession planning for advanced analytics roles.
- Manage workload, delivery risks, leave planning and continuity of critical analytics workstreams.
- Promote a professional, inclusive, high-accountability delivery culture aligned to Postbank values and governance obligations.

Qualifications and Experience

- Bachelor's degree in Computer Science, Statistics, Applied Mathematics, or relevant field (NQF Level 7)
- Honours / Masters in relevant field (NQF Level 8 /9) (Ideal)
- 8+ years Relevant data science, machine learning and algorithm-related experience at a specialist level
- 5+ years Managerial / Team Leading experience
- Experience in the Banking Industry (Advantageous)

Skills and Attributes

- Uncompromising integrity, honesty, and professional ethics.
- Respectful and professional conduct at all times.
- Strong personal accountability and ownership.
- A commitment to excellence in every deliverable.

- High levels of resilience and perseverance when facing obstacles.
- Self-motivation and the ability to operate independently.
- Continuous learning and intellectual curiosity.
- Loyalty to team objectives and organisational success.

Phase	Target Skills & Algorithms	Tech Stack Mapping
1. Core Data & BI Engineering	Database optimization, automated ETL pipelines, stored procedures.	SQL Server (SSMS, SSIS), Power Query
	Advanced data modeling, context filtering, row-level security, cloud deployment.	Power BI (DAX), Tableau
	Statistical profiling, macro migration, legacy predictive validation.	SAS
2. Predictive AI & Automation	Binary classification, feature engineering for upsell/cross-sell propensity modeling.	Python (scikit-learn, XGBoost), R, SQL Server
	Regression trees, ensemble learning, automated lead generation scoring engines.	Python, SQL Server, Power Query
	Survival analysis, lifetime value (LTV) estimation, NLP for service ticket intent.	Python (lifelines, HuggingFace), R, Power BI
3. Advanced Optimization & Geo	Location allocation algorithms, spatial clustering, spatial regression.	ArcGIS, Python (GeoPandas, PySAL)
	Constrained optimization, attribution modeling, marketing mix modeling (MMM).	Python (SciPy.optimize), R
	Bridging deep tech with executive business decisions, setting architectural patterns.	Full Ecosystem Transformation

How to Apply

If you wish to apply and meet the requirements, please forward your Curriculum Vitae (CV) to RecruitmentSN@Postbank.co.za. Please indicate in the subject line the position you are applying for. To view the full position specification, log on to www.postbank.co.za and click on Careers.

Closing Date

16 September 2026

Disclaimers

The South African Postbank SOC Limited is committed to the achievement and maintenance of diversity and equity in employment, especially with regard to race, gender and disability. In compliance with the bank's employment equity plans, we encourage and welcome applications from diverse groups from the South African Employee active population. Correspondence will be limited to short-listed candidates only.

If you do not hear from the South African Postbank SOC Limited or its Agent within 3 months of this advertisement, please accept that your application has been unsuccessful. The South African Postbank SOC Limited reserves the right not to fill the positions or to re-advertise the positions at any time.

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