

JOB TITLE	:	DATA SCIENTIST
REPORTS TO	:	HEAD: ANALYTICS
BUSINESS UNIT	:	OPERATIONS
LOCATION	:	HEAD OFFICE: PRETORIA
POSITION STATUS	:	FIXED TERM
POSITION GRADE	:	D2

Purpose of the Job

The Data Scientist is responsible for contributing to the development and implementation of analytical and Machine Learning solutions, under the guidance of the Senior Specialist, within established company standards and guidelines.

Job Responsibilities

Analytics Input and Support

- Support implementation and provide input into analytics and data-related plans, processes, systems, and procedures, in line with departmental and company strategy and goals
- Support continuous improvement initiatives by identifying and proposing innovative solutions
- Provide input into data requirements, analytical frameworks, and modelling workflows to enable project execution
- Stay abreast of and provide technical advice and guidance on emerging data-science techniques, machine-learning algorithms, and tools to promote ongoing innovation

Data Science Solution Execution

- Develop and support approved implementation of analytical and machine-learning models using data-mining and statistical techniques
- Execute assigned projects independently, ensuring achievement of project deliverables and objectives in line with timelines and technical guidelines provided by the Senior Specialist: Advanced Analytics
- Report on progress and integrate suggestions for improvement, provided by the Senior Specialist and Analytics team
- Identify and propose corrective action / solutions to address any risks or problems, for review and obtain approval for implementation of refinements to improve model accuracy and stability
- Escalate and propose corrective action approaches / solutions to address identified risks or challenges to the Senior Specialist for review, obtaining approval before implementing corrective actions
- Document and securely store all code, modelling processes, assumptions, and outputs to ensure traceability and reproducibility

Data Governance, Compliance and Quality Assurance

- Adhere to all data-related policies, standards, and procedures in compliance with the Protection of Personal Information Act (POPIA), Financial Sector Conduct Authority (FSCA) requirements, and company rules and regulations
- Maintain updated data repositories to safeguard information integrity, quality, and confidentiality, supporting reproducibility in line with company standards, rules, and regulations
- Escalate any identified data-quality, integrity, or compliance concerns to the Senior Specialist for review and resolution
- Support the adoption of best practices in data governance and quality frameworks through collaboration with the Analytics team

Qualifications and Experience

- Bachelor's degree in Computer Science, Statistics, Applied Mathematics, or relevant field (NQF Level 7)
- Advanced degree or MBA (Ideal)
- 5+ Years Relevant data science, machine learning and algorithm-related experience at a specialist level
- 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

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