



Workforce Analytics Advisor

Sandy Springs, GA

The opportunity:

The Workforce Analytics Advisor will serve as the primary relationship manager between key stakeholder groups (e.g. HRBPs, COEs) and the HR Data & Insights team. In this role, the Workforce Analytics Advisor will be responsible for developing analytical solutions which empower HR/Business leaders with the actionable insights needed to make fact-based decisions, develop data-driven strategies and accelerate obtainment of broader business objectives.

How you will impact WestRock:

Consultative Partner

- Operate as internal consultant to ensure analytics service offerings (advisory, tools/technologies) are aligned across a diverse business portfolio.
- Build key stakeholder relationships- drive awareness of analytics “possibilities” and ensure understanding of potential business applications.
- Collaborate with cross-functional teams (HR, IT) to develop progressive analytics use cases. Represent the “business voice” when defining solution requirements and key success criteria.

Content Design/Delivery

- Direct project management responsibilities for complex HR analytics projects. Ensure clear scope commitments (content, timing, etc.) throughout ideation, execution, and implementation phases.
- Develop and evolve scalable HR analytics solutions (reports, dashboards, models, etc.) for aligned business areas. Continuously explore supporting data to identify and/or explain strategic opportunities.
- End-user advocate- focus on building dynamic/interactive presentation layers which simplify downstream data experiences and drive increased content adoption.
- Continuously identify high-value data sources and recommend integration/transformation alternatives for streamlining data access across disparate data environments.
- Ownership of quantitative analysis workstreams- apply advanced analytics techniques to expedite “insight to action” recommendations.
- Develop formalized measurement frameworks and collaborate with key stakeholders to ensure consistent KPI definitions and metric categorization.

What you need to succeed:

- 5+ years of hands-on experience leading data analytics projects through ideation, execution, and implementation phases.
- 5+ years working with advanced analytics technologies/tools (Alteryx, R, Python, SAS, etc.) to access, integrate, and analyze data across multiple enterprise data environments.
- Expert knowledge of progressive data visualization tools (Tableau, QlikView, etc.) and applied experiences developing dashboards which drive business action.

Critical Skills/Capabilities:

- Self-Starter who thrives in a fast-paced operating environment.



- Curious and critical thinker who can quickly frame new analytics opportunities and perceived business impacts.
- Strong communicator with proven experience building/influencing key stakeholder relationships across all leader levels.

Education:

- Bachelor's degree in Business, Finance, or Quantitative (Analytics, Statistics) field or equivalent experience.

What we offer:

- Corporate culture based on integrity, respect, accountability and excellence
- Comprehensive training with numerous learning and development opportunities
- An attractive salary reflecting skills, competencies and potential
- A career with a global packaging company where Sustainability, Safety and Inclusion are business drivers and foundational elements of the daily work.

WestRock Company is an Equal Opportunity Employer committed to creating and maintaining a diverse workforce: Minorities/Females/ Disabled/Veterans.

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Talent Acquisition



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