TalenTeck Internship – Spring 2019

This internship is for Barnard College/Columbia University students. The position is a good fit for undergraduate students in the Psychology, Sociology, or Economics department but strong students from any department are welcome to apply. The ideal candidate should have a genuine interest in IO Psychology and/or Behavioral Economics and strong researching, synthesizing, and writing skills.

ABOUT TALENTECK

TalenTeck is a boutique start-up in the fast-growing human capital analytics space. Our belief is that the next generation of HR technology is the intersection of analytics, data, cutting-edge statistical techniques (AI, machine learning, econometrics), labor theory, and business strategy. We are building TalenTeck to introduce data-driven intelligence as the key partner in every single people decision a company makes.

Founded by Barnard College/Columbia University professor Lalith Munasinghe, our team is comprised primarily of his former students, coworkers, and co-authors. This creates a unique environment which combines top notch academic research with its real-world applications for today’s challenges in the workplace. We have client partners in diverse industries such as retail, software engineering, contact centers, manufacturing, and consulting.

For more information, please visit www.talenteck.com.

ABOUT THE POSITION

- What kinds of information should be collected in a job application to gauge the quality of that match?
- How should we design employee engagement surveys to maximize participation and illicit truthful responses?
- What is the role of interviews and how can we make them more effective?
- How can we pose questions without right/wrong answers?
- How do labor markets parallel dating markets? How do people make decisions about when to enter or leave an employment (or romantic) relationship?

We seek to answer these questions with the Smart Data component of our product: research-backed surveys for job applicants, employees, and interviewers which are used to capture key information about a company’s workforce. We are currently expanding this product offering and are looking for an undergraduate intern to help with this effort. The intern will do extensive research in the I/O psychology and behavioral economics fields, synthesize findings for practical applications, and aid in designing survey questions.
The research component of the work is flexible and independent, but the intern is expected to work collaboratively with members of the TalenTeck team for a couple hours each week to review and “productize” the findings. As TalenTeck is a small start-up, there is flexibility to also get involved in other aspects of the company (e.g. analytics, marketing, web design) depending on the intern’s interests.

PRACTICAL CONSIDERATIONS

- The position is paid hourly following a trial period of approx. 4 weeks
- Students should be able to work 10-15 hours per week (excluding exam weeks)

*** To apply, please send a copy of your resume and transcript, along with a brief introduction and a few sentences about why you are interested in this position to ellorine.carle@talenteck.com. ***

Salary: $10.00 to $15.00 /hour