



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Employee Services

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Memorandum for Human Resources Directors

From: Kimberly A. Holden
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Talent Acquisition, Classifications and Veterans Programs

Subject: Position Classification Flysheet and Qualifications Standard for the
Data Science Series, 1560

The United States Office of Personnel Management is releasing for implementation the final Position Classification Flysheet and Qualifications Standard for the Data Science Series, 1560. The establishment of this series supports Public Law 115-435, Foundations for Evidence-Based Policymaking Act of 2018 (Evidence Act).

OPM worked in collaboration with the U.S. Office of Management and Budget, the Chief Information Officer (CIO) Council, the U.S. Department of Commerce/U.S. Census Bureau, Federal agencies, and other key stakeholders to explore data scientist work in the Federal Government. Using scientific methodologies and evidence-based approaches, OPM conducted a comprehensive study on data scientist work leveraging data from industry, academia, and governmentwide. OPM stakeholder engagement activities, including focus groups with technical and human capital Federal agency subject matter experts and leadership, informed the development of the Flysheet by identifying key data scientist work roles, knowledge areas, skills, and competencies.

The Data Scientist series covers professional positions which primarily involve work related to identifying the methods, processes, algorithms, tools, and systems to extract and interpret findings from varied structured and unstructured data sets related to the data science lifecycle. Work also involves the use of data visualization techniques to articulate findings. The primary requirements of the work are applying professional knowledge of computer science and mathematical and statistical theories, techniques, and methods to gather, analyze, design, and construct new processes for modeling, interpret, and/or report quantitative information, trends, relationships, and correlations among or within data sets. The qualification requirements for performing data scientist work corresponds with the definition, duties/responsibilities and knowledge required to perform data scientist work.

In June 2019, OPM issued a [Data Scientist Titling Guidance Memo for Hiring Data Scientists](#). This guidance authorized agencies to use a parenthetical of (Data Scientist) along with the occupational title for positions that perform data science work as a major portion of the job, and not as a collateral duty. Data Scientist work is multifaceted and requires talent from interdisciplinary backgrounds. OPM has determined that data science work may be found in various occupational series, including but not limited to, the Epidemiology - Medical and Health

Care Series (0601); Actuarial Science Series (1510); Operations Research Series (1515); Statistician Series (1530), and IT Specialist - Data Management (2210). The occupational series in which data scientist work is performed is determined by the domain expertise required to conduct data scientist activities. Therefore, agencies will maintain the flexibility to use a parenthetical of Data Scientist along with the occupational title for positions that perform data science work as a major portion of the job, and not as a collateral duty, for example Statistician (Data Scientist).

Agencies must apply the Data Scientist Position Classification Flysheet to covered positions within 12 months of the date of issuance. The [Guidance for Implementing New Classification Standards](#) provides additional implementation information for agencies. Agencies must implement the Data Scientist Qualifications Standard immediately to new positions upon issuance.

If you have any questions on your agency's implementation of the Data Scientist Flysheet and qualifications standard, please contact your human resources servicing office. The Classification and Assessment Policy team is available to answer agency leadership questions on classifying data scientist positions via email at fedclass@opm.gov.

Attachments (2): Position Classification Flysheet for the Data Science Series, 1560 and Qualification Standard for Data Scientist, 1560 (see 508-conformant PDF below)

Cc: Chief Human Capital Officers, Deputy Chief Human Capital Officers, Chief Information Officer Council