People Analytics and Data Strategy Engineer (parental leave cover), People & Culture, Copenhagen

Are you excited by the intersection of people, data, and AI? Join us in shaping the future of People Analytics through modern analytics engineering, meaningful workforce insights, and data-driven decision-making.

About the role

Covering for the People Analytics and Data Strategy Engineer ("Data Analyst"), you will play a key role in taking the People & Culture data experience to the next level and support Urban Partners in reaching our ambitious goal of building the urban future, together. If you get energy from working for an internationally growing company and want to be part of making a difference, you may be our new team member!

In our People & Culture Team, we are a group of 16 colleagues covering 8 countries working together to support the business stakeholders in embodying our purpose and vision of making a difference for cities and people. You will have extensive interaction with team members and colleagues across the organization, promising exposure to a diverse range of expertise.

We can guarantee a dynamic environment with skilled colleagues, offering opportunities for learning, collaboration, and personal growth. You will be a part of a powerhouse of brilliant and caring people raising the bar for the industry. Your workplace will be at our headquarters located in Copenhagen, Nordhavn. As an international team, we regularly engage with colleagues across borders, fostering a global perspective and collaborative spirit.

In this role, you will be reporting to our Head of Reward, located in Copenhagen. The majority of this role will be carried out from our office with some flexibility.

This is a parental leave cover role on a fixed-term contract until end July 2027. Please note: we are unable to sponsor visa or work permit applications for this position. Applicants are responsible for ensuring they have the necessary right to work in Denmark prior to applying.

Key responsibilities

Over the past year, we've been experimenting with what People Analytics looks like when you treat it more like modern analytics engineering than traditional HR reporting. We have built our own analytics layer in Microsoft Fabric around an SCD2 master dataset of our employee population, with a Python semantic library on top. The setup supports workforce reporting used across senior management, the Board, financial planning, sustainability reporting and investor materials.

The role spans three closely connected areas: recurring workforce reporting, traditional People Analytics, and Reward. That means you'll work with everything from headcount and attrition analysis to the compensation review, pay transparency and ad hoc workforce questions. We've also designed the environment to work closely with modern AI assistants. LLMs are used to understand existing code, explore data, debug problems and help extend the analytical layer. We think this combination of structured data, reusable analytical logic and AI-assisted development represents an interesting direction for how People Analytics can work.

As Data Analyst, it is not simply a role where you "just" run existing reports and scripts. You'll inherit a working analytical system, learn how it fits together, keep it running reliably, and extend it when new business questions arise.

At the center of the setup is a master employee-history dataset combining the SCD2 states of our core HiBob data into one resolved timeline.
It allows us to reconstruct the workforce at historical points in time, covering approximately 20 years of employee history, with many core business rules already built into the data.
On top of this sits a Python semantic library with reusable building blocks for employee populations, joiners and leavers, turnover breakdowns, workforce bridges and much more.
Python notebooks use these components to produce recurring and ad hoc outputs including HTML reports, PowerPoint materials and Excel files.
The important part is not simply knowing how to run these tools. It is understanding the logic behind them, spotting when something does not look right, and knowing how far an answer needs to be taken before it creates business value.
These will be some of your key tasks:

- Deliver key parts of the Reward cycle, including the 2027 salary review and gender pay gap and pay transparency reporting
- Support the data agenda for People & Culture, with the help of your People Lead
- Monitor data quality and investigate inconsistencies before they reach reporting.
- Run recurring workforce reporting covering headcount, FTE movement, joiners, leavers and attrition
- Support FP&A, Sustainability and Capital Formation with workforce data and analysis.
- Work on broader People Analytics questions, including workforce trends, organizational development and ad hoc analysis for senior stakeholders
- Answer new workforce questions as they arise
- Make careful extensions to the Python semantic library and reporting notebooks when needed
- Work with the BI team when source data or pipeline changes affect reporting
- Keep P&C's handling of employee data GDPR-compliant
- Build awareness and capabilities for the People & Culture team on data, analysis, and tools (e.g. Fabric, PowerBI, Excel)

Your experience & skills

- You're strong in Python and genuinely enjoy using it to solve problems
- You use LLMs such as ChatGPT, Claude or Copilot extensively to understand code, explore unfamiliar systems, debug problems and work faster
- You know that AI output still needs to be tested and verified
- You're comfortable learning things you haven't seen before
- You have a strong instinct for when data looks wrong
- You're comfortable taking ownership and working with senior stakeholders
- Ideally you have experience within remuneration or broader HR
- Ability to present data insights through clear and engaging visualizations
- Comfortable working with systems, ideally HR-related platforms

Your character

We hope you are a curious and continuous learner with a positive mindset. You take initiative, enjoy tackling challenges, and look for opportunities to improve the way things are done. Attention to detail is second nature, and you bring a pragmatic, solution-oriented approach to complex problems. You're excited by how AI is transforming analytical work, while remaining focused on delivering accurate, useful, and high-quality outcomes.
Strong communication skills, diplomacy, and empathy are essential for building positive relationships across teams and functions. With a collaborative and service-minded approach, along with professional-level English skills, you thrive in a dynamic and

international environment.

What we offer

Make a difference by helping create urban spaces and places that enrich people's lives in the most sustainable way

Lead the industry with an innovator that is pioneering new approaches while raising standards and inspiring the industry

Learn and grow as part of a powerhouse of brilliant people where teamwork, feedback and different ways of thinking are at the core

Be your whole self in a purpose-driven culture with a strong sense of belonging, based on trust, celebration and caring for each other

Join us

If this opportunity interests you, we encourage you to apply as soon as possible, as applications are reviewed and interviews conducted on an ongoing basis. Application deadline: 3 November.

We are happy to answer questions for more information, so please reach out toJoe Dias at jodi@urban.partners.

We look forward to hearing from you!