



The Unit


Building

Data Science Teams the
Special Operations Way

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A low-angle shot of a soldier in camouflage and a helmet climbing a wooden structure. The soldier is wearing a helmet and a camouflage uniform with a name tag that reads '212'. He is looking down and to the left. The background shows pine trees and a clear sky. The text 'Start with simple.' is overlaid on the image.

Start with simple.



Who are the team's core members?



**Weapons Specialists:
Understand technologies & code**



**Engineers:
Problem solvers & math gurus**

Radio Operators: Translators who “speak business”





**Medics:
Resource getters & barrier breakers**

Leaders:
MUST HAVE, background is irrelevant



A close-up photograph of a person's gear, likely for climbing or mountaineering. The gear is organized and hanging from a harness or bag. Visible items include several colorful ropes (red, blue, pink), metal carabiners, a black helmet, and a pair of blue and black climbing shoes with yellow laces. A black device with 'SMC' and '2" PMP' is also visible. The background is blurred, suggesting an outdoor setting.

Selecting for skill is easy.

Each person must be **REALLY GOOD**
at **ONE DIFFERENT** thing



**Selecting for fit
is harder.**



Interview as a team.



**Interview as a team.
One no means NO.**



Interview as a team.

One no means NO.

Maybe means NO.



Weed out the lone wolves.



Also weed out the hesitant.



Versatility matters.



Versatility matters.
No one says, "That's not my job."











**Can your medic
become a
veterinarian?**

**Can your engineer
become a farrier?**



Will every team member
live for the challenge?



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