

Alex Lee

Senior BI Engineer

Hummelstown, PA

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[LinkedIn](#)



[Website](#)



[Github](#)



COMPUTER SKILLS

Programming Language:

- R (*Tidyverse, Shiny, Quarto*)
- Python (*SkLearn, Pyspark, PyTorch*)
- Java

Database:

MySQL, SQL Server

Other Tools:

SQL, CSS, Tableau, Alteryx, Git, Databricks, MS Azure

DOMAIN SKILLS

ETL (Extract, Transform, Load)
Dashboard Development
Machine Learning
Experimental Design
Causal Analysis
People Analytics
Healthcare Analytics

PROJECTS

[Text to SQL Transformer Model](#) | May 2023

[Using ML to Identify Risk Factors and Predict Fatal Outcomes in Protests](#) | November 2022

[Exploring US Data Job Opportunities](#) | December 2022

CERTIFICATES

[Introduction to Programming with Python and Java Specialization](#) | March 2023

[Data Science: Foundations using R Specialization](#) | June 2021

EDUCATION

B.S. Business Administration

University of North Texas
Denton, TX
August 2015

LANGUAGE

English – Native Level
Korean – Native Level

WORK EXPERIENCE

Senior Business Intelligence Engineer

Jun. 2023 – Present

Remote, US

Humana

- Developed and deployed an LGBM model to predict balance and falling problem among customers with F1 score of 0.7, leading to preemptive care for patients.
- Built financial valuations to support the decision-making process in Stars and Risk Adjustment, using data mining, causal analysis, simulation, and modeling methods.

Lead Business Intelligence Analyst

Dec. 2022 – Jun. 2023

Hershey, PA

The Hershey Company

- Revamped a Random Forest model to predict employee turnover with AUC score of 0.88, providing proactive insight to enable preventative retention interventions.
- Developed a REST API to enable real-time access to standardized talent acquisition KPIs and models. Employed advanced statistical techniques such as survival analysis and factor analysis to guide non-technical stakeholders.
- Spearheaded the implementation of ETL pipeline to deploy a complicated talent acquisition data model in SQL Server, enabling analytics and automation capabilities.

Senior Analyst, HR Reporting

Mar. 2022 – Dec. 2022

Hershey, PA

The Hershey Company

- Conducted Adverse Impact Analysis in R using statistical techniques such as t-test, ANOVA, and hypothesis testing to uncover a tangled relational dynamic between various diversity groups. Consulted on key areas of focus for the organization.
- Established a financial valuation for tuition reimbursement program in R, illuminating its statistical impact on employee performance, retention, and perception of management, and supported the allocation of \$6M+ towards the program.

Analyst, HR Reporting

Nov. 2018 – Mar. 2022

Hershey, PA

The Hershey Company

- Developed and automated 7+ dashboards and apps from end to end using R Shiny, Tableau, and SQL, enabling continuous monitoring of People Analytics KPIs, leading to direct cost reduction of over \$100,000.
- Automated periodic internal and external reports and surveys using R Markdown, reducing the overhead hours spend by 90%. Contributed to earning a Great Place to Work recognition, and 3rd place in DiversityInc Top 50.
- Facilitated data modeling efforts in SQL Server to prepare production-ready people datasets, resulting in 40 Hrs./Month+ reduction in data prep time for users.
- Designed and implemented a comprehensive R Shiny dashboard for living wage initiative that promoted pay equity and sustainability. Provided senior leadership with actionable insights to make data-driven decisions and contributed to closing 100% of existing pay gaps.