

Alex Lee

Lead BI Analyst

Hummelstown, PA  [LinkedIn](#) 

(832) 795-6031  [Portfolio](#) 

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EDUCATION

**B.S.
Business Administration
Human Resources &
Org. Behavior**
University of North Texas
Denton, TX
August 2015

SKILLS

R (Tidyverse, Tidymodels,
Shiny, Quarto)
SQL (SQL Server, MySQL)
Python (NumPy, Pandas,
Scikit-Learn, PyTorch)
CSS
Tableau
Alteryx
Git
Azure

CERTIFICATES

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

Coursera
June 2021

[Business Analytics: From
Data to Insights](#)

The Wharton School
August 2019

LANGUAGES

English – Native Level
Korean – Native Level

WORK EXPERIENCE

Lead BI Analyst

Dec. 2022 – Present

The Hershey Company
Hershey, PA

- Collaborated in the development of an API using R Plumber, which standardized and facilitated real-time access to key talent acquisition data and metrics.
- Led the productionalization of complex Talent Acquisition Data in SQL Server, enabling various capabilities such as data analytics and automation.

Sr. Analyst, HR Reporting

Mar. 2022 – Dec. 2022

The Hershey Company
Hershey, PA

- Conducted Adverse Impact Analysis, discovering the complex relational dynamics between various diversity groups and providing counsel on the organization's key areas of focus.
- Established an in-depth understanding of the tuition reimbursement program and its statistical impact on employee performance, retention, and perception of management, providing valuable insights that supported the allocation of resources towards the program.

Analyst, HR Reporting

Nov. 2018 – Mar. 2022

The Hershey Company
Hershey, PA

- Developed and automated 7+ dashboards and apps from end to end using R Shiny, Tableau, and SQL, enabling continuous monitoring of People Analytics KPIs and resulting in a cost reduction of over \$100,000.
- Automated periodic internal and external reports and surveys using R Markdown, reducing the overhead hours spent by 90%, or approximately one month of work per year.
- Facilitated data modeling efforts in SQL Server to prepare production-ready people datasets, resulting in a 90% reduction in data prep time for data users.
- Supported Talent Acquisition's recruiting initiatives through geospatial data analysis in Tableau, recommending sourcing locations with a pool of diverse, high-quality candidates.
- Consulted standardization of TA and L&D data collection process, streamlining the ETL Pipeline.

Human Resources Specialist

Sep. 2016 – Oct. 2018

Hyundai Power Transformers USA
Montgomery, AL

- Introduced a leadership evaluation program that increased organizational transparency and enabled analytical capabilities on the employee-manager dynamic.

Human Resources Intern

Jun. 2015 – Aug. 2015

Holly Frontier Corporation
Dallas, TX

- Completed over 40+ hours of Job Shadowing in the areas of Payroll, Benefits, and TA.
- Analyzed HR process and filed a risk prevention report, initiating an electronic I-9 filing project.