

Alex Lee

Lead BI Analyst

Hummelstown, PA  [LinkedIn](#) 

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

aleximize@my.unt.edu  [Github](#) 

EDUCATION

B.S. Business Administration HR & Org. Behavior

University of North Texas
Denton, TX
August 2015

Computer Skills

Database:

MySQL, SQL Server

Programming Language:

R (Tidyverse/Models, Shiny, Quarto)
Python (Pandas, SkLearn, PyTorch)
SQL, CSS

Other Tools:

Tableau, Alteryx, Git, MS Azure,
Jupyter Notebook, Google Colab

Technical Skills

Data Visualization
Statistical Analysis
Machine Learning
Deep Learning

Projects

[Using Machine Learning to
Identify Risk Factors and Predict
Fatal Outcomes in Protests](#)

[Exploring US Data Job
Opportunities: A Dashboard](#)

CERTIFICATES

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

[Business Analytics: From Data to
Insights](#) | August 2019

LANGUAGES

English – Native Level
Korean – Native Level

WORK EXPERIENCE

Lead BI Analyst

The Hershey Company

Dec. 2022 – Present
Hershey, PA

- Collaborated in the development of an REST API using R Plumber, which standardized and facilitated real-time access to key talent acquisition data and metrics.
- Successfully deployed a complex Talent Acquisition Data Model in SQL Server, featuring standardization of advanced capabilities in analytics and automation.

Sr. Analyst, HR Reporting

The Hershey Company

Mar. 2022 – Dec. 2022
Hershey, PA

- Conducted Adverse Impact Analysis using statistical techniques such as T-test, Anova, and correlation analysis, uncovering complex relational dynamics between various diversity groups, and provided actionable insights and recommendations on key areas of focus for the organization.
- 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

The Hershey Company

Nov. 2018 – Mar. 2022
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 approx. a month of work annually.
- 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

Hyundai Power Transformers USA

Sep. 2016 – Oct. 2018
Montgomery, AL

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

Human Resources Intern

Holly Frontier Corporation

Jun. 2015 – Aug. 2015
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.