Bryan Eastman

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Personal Summary

Growth-oriented, driven, and dependable. Highly motivated self-learner seeking an environment that pushes me to develop new skills while providing me with the freedom to drive positive change.

Education

- University of Detroit Mercy: Aug 2018 – May 2020
  - MA – Industrial Organizational Psychology
- University of Detroit Mercy: Aug 2015 – May 2018
  - BA – Industrial Organizational Psychology, Cum Laude

Skills and Qualifications

- **Technologies**
  - **Programming Languages:** Python, SQL, DAX, Rust
  - **Database/Cloud:** AWS (Redshift, Athena), MySQL, Snowflake
  - **Reporting Tools:** PowerBI, Tableau
  - **ETL:** Pentaho, PowerAutomate
  - **Tools/Libraries/Other:** Pandas, NumPy, SKLearn, Anaconda, BeautifulSoup, Selenium, Linux, Git
- **Skills**
  - Database Design and Data Warehousing
  - Statistical Analysis (Regression, ANOVA, Causal Inference)
  - Process Improvement (Lean Six Sigma, automation)
  - Web Scraping
  - Survey/Behavioral Data Analysis
  - Experimental Design

Job Experience

- April 2024 – Present: Data Analyst, Keller Postman, LLC
  - Developed and maintained PowerBI Dashboards
  - Defined and refined operations KPIs
  - improved existing processes using python scripting and by migrating reporting sources from SalesForce to Snowflake
- May 2022 – April 2024: Data Analyst, Rock Family of Companies
  - Lead development and integration of SQL databases to modernize reporting
  - Discovered a process error impacting production measurement used for billing purposes, created a solution to recover missing data in excess of 20% on the highest-impacted instance
  - Utilized Python and SQL to create a number of novel automated processes, including measurement of previously unobtainable call quality metrics
  - Lead training within team to up-skill analysts on modern data techniques
  - Lead development of dashboards and scorecards
- June 2021 – May 2022: Compensation Analyst, Rock Family of Companies
  - Provide analytical support for new plans and revisions to company's initiatives
  - Prepare statistical analysis, data modeling, and costing of incentive pay programs
  - Analyze organizational pay practices and make recommendations for salary changes to ensure equity
- December 2019 – June 2021: Workforce Management Analyst, Rock Family of Companies
  - Managed call center scheduling and performance reporting for the largest production channel of mortgage bankers in the business (over 2000 bankers, 50% of the total producing workforce)
  - Implemented process improvements including building out web-scraping and database-querying scripts to generate reports
  - Collaborated with key business partners to give evidence-based staffing recommendations
- August 2018 – June 2019: Graduate Research Assistant, University of Detroit Mercy
  - Conducted qualitative and quantitative data analysis including surveying, focus groups, and database reporting
  - Presented data to organizational leaders, including the Michigan Department of Education, Archdiocese of Detroit, and the University itself