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Education

* **MSc. In Data Science**, University of Exeter (via UBS), 2020 – 2022 (Complete, awaiting result, expected in Dec 2022)
  + Summer Research topics in 2021: Can Synthetic Data overcome data sharing barriers (T-GANS, PAR models), 2022: Can people signals (tenure, attrition, compensation etc.) predict company performance.
* Dell EMC Data Science Certificate, 2019 – 72%
* Fundamentals of Data Science, University of Southampton, 2016 – 86%
* **Master of Science in Neuropharmacology** – NUIG in 2008 – 1st class honours

**UBS, London**

**March 2015 – Present**

Digital & Data Academy Lead, UBS Scholar - Current Focus

* Responsible for c.200 active learners on extended work training programmes (apprenticeships) across all ranks (including MD’s) and business divisions in the UK
* CDIO Junior Talent Scholar Lead: Responsible for c.20 entry level employees, involved in pastoral care, special training, regular 121s, recruitment, programme selection etc. Work heavily with Chief of Staff and Business sponsors, part of UK CDIO JT Working group
* Advise front line staff on how to construct stable tech environments, work safely with data, how to get the most of out of their programme and apply new technologies to solve real problems
* Align training programmes to actual business needs (most recent was an Automation Data Analytics programme focussed on Alteryx & PowerBI)
* Provide intelligence dashboards on PowerBI highlighting programme, divisional, diversity, financial, learner performance metrics
* Organized and automated process of receiving 8+ different external reports in Python to improve data quality, consistency, and insights
* Heavily involved in diversity and community efforts for UBS Scholar; Women in Technology, AMOS Bursary, Digital Week, Government Panels, Cross Industry events etc.
* Work on Global UBS U Data Literacy committee advising on content and strategy
* Mentor and lead other programme managers who support the D&D academy

Main Achievements:

* Increased Tech Engineering learners in 2022 by 100% in response to CDIO business needs, launched two new programmes to cater for demand
* Completed Masters while working full time role

Talent Programme Manager, 2018 – 2021

* Greenfield role, setting up one of UBS’s first applied data science programmes with high representation from front office staff (c.35%)
* Overcame multiple barriers in lack of sponsorship, tech support, underperforming training partners, learner suitability, programme alignment to UBS needs etc. to turn Traders, Risk Managers and Engineers into ‘Citizen Data Scientists’ via Python.
* Heavily involved in community engagement (2 years on the Python council of UBS),

Main Achievements:

* Built an entire portfolio of data science and digital programmes from scratch from 1 to >10 by working with CTO’s, heads of business and becoming credible on complex terminology
* Worked with the Equities business to design the first bespoke ‘Equities Data Fellowship’ for front office staff to teach revenue generators python and data science. Had to overcome significant internal barriers to launch product
* Helped build a data talent product called ‘Quant Compass’ in collaboration with the Equities Business Consulting team which was presented to multiple Hedge Fund clients

Investment Bank Technical Recruiter, 2017 -2018

* Responsible for end-to-end recruitment of major business expansions in Electronic Trading (Principal + Execution), QIS/ExoticTrading, Software Engineering for Algo/E-Trading, Derivative Quant Research, Alternative Data (Evidence Lab), Innovation Labs etc.

Main Achievements:

* 100% Line Manager Satisfaction survey (40% participation)
* Convinced highly sought-after diversity and technical staff to choose UBS over tech and high-pressure counteroffers

IB Researcher / Intelligence, September 2015 – April 2017

* Talent Scout for revenue generating parts of UBS Investment Bank, later specialized in technical parts of front office.

Main Achievements:

* Highest producer of direct hires for UBS out of global team of 20, three years in a row, saved the bank £1.5million during time in role.
* Trained and mentored offshore resource to support global searches

Contractor, Onsite via Allegis, March 2015 – September 2015

**HSBC [via Resource Solutions], Direct Recruiter, January 2014 – February 2015**

* External Talent Scout, responsible for Risk and Quants. 1st member of 80+ function to provide executive market mapping to senior front office stakeholders.

**Five years in Search** before moving In-house. Personally billed >£1million pounds across technical, risk and revenue domains in UK, Germany, Switzerland, US, Singapore and Hong Kong.

* Eames Consulting, Senior Consultant, Senior Consultant, May 2010 – December 2013
* Phaidon International, Principal Consultant, September 2008 – May 2010