DANIEL P. MARTIN

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PROFESSIONAL AND RESEARCH EXPERIENCE

McKinsey & Company Organizational Solutions, Waltham, MA
Lead Data Scientist   June 2017 – Present
- Translate analytical findings to actionable insights, presenting results to client roles ranging from individual contributors in HR to the executive team
- Oversee growth of the People Analytics team in Waltham from one (myself) to twelve since January 2016, standardizing the recruiting, hiring, and onboarding process along the way
- Created an internal knowledge sharing repository using GitHub pages, Jekyll, and RMarkdown/Jupyter notebooks to encourage the use of analytical best practices across all data scientists
- Promoted June 2017; still performing data science work in addition to leadership responsibilities described above

Senior Data Scientist   September 2015 – June 2017
- Build robust modeling pipelines in R for supervised (regularized regression, random forests, boosting) and unsupervised learning (k-means, PAM), cutting down analysis time in similar projects from days to hours
- Design and deliver data scientist training for clients interested in starting their own people analytics function
- Developed new retention offering based on survey methodology and machine learning; one of 6 proposals out of over 300 to win an internal New Ventures competition

Insight Health Data Science, Boston, MA
Fellow/Alumni Mentor   July 2015 – September 2015
- Created Food Findr, an interactive web application to help users identify healthy, local dining options in Boston
- Scraped menu items and created a bag of words using BeautifulSoup and regular expressions in Python
- Built a random forest classifier in R, achieving an AUC of 0.87 with further validation using local health blogs
- Deployed an interactive map and table as the front end using Shiny and AWS
- Mentored fellows in following sessions by participating in panels and running mock interviews

University of Virginia Department of Psychology, Charlottesville, VA
Statistical Consultant   May 2013 – July 2015
- Provided statistical support to 10 substantive researchers for various projects and two grant proposals
- Consulted on linear, mixed-effects, and structural equation models that have been published in top journals

Graduate Research Assistant   August 2011 – July 2015
- Coordinated the efforts of 29 teams and 61 researchers on a project investigating subjectivity in analysis decisions commonly found in academic research; used meta-analysis to aggregate results
- Created an R package to clean and visualize Implicit Association Test data, downloaded over 10,000 times
- Examined the use of recursive partitioning methods for multilevel data structures commonly found in education research; created an R package to help facilitate the analysis for applied researchers
- Evaluated the performance of cluster analyses in longitudinal contexts using R and Monte Carlo simulations

EDUCATION

Ph.D. Quantitative Psychology   August 2015
University of Virginia, Charlottesville, VA

B.S. Applied Mathematics   May 2011
B.A. Psychology
University of Rhode Island, Kingston, RI

TECHNICAL SKILLS

- **Languages**: *expert:* R, *intermediate:* Python, *familiar with:* SQL, SPSS, *exposure to:* SAS, STATA
- **Tools**: Git, tidyverse, ggplot2, shiny, pandas, Tableau
- **Statistics**: Generalized linear and mixed-effects models, regularized regression, random forests, cluster analysis