

Justin Shirer

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Skills

- Problem Solving • Leadership • Communication • Teamwork •
- Excel (VBA) • MS Office • Python • Spanish •

Work Experience

TD Wealth - National Office Co-op (Advisor Compensation)

Fall 2023, Summer 2024

- Built an Excel application designed to demonstrate and adjust disparate impacts of compensation changes within advisor teams
- Spearheaded a project to segment TD Wealth advisors across the country for upper management analysis regarding how TD interacts with the field
 - This project involved in-depth analysis of the value of books of business to TD and an analysis of their anticipated future value
 - Presented my analytical findings to upper management and engaged in discussions regarding the project

IA Clarington - Data Analyst

Summer 2022

- Collaborated with a team to migrate a CRM system by utilizing Excel and VBA skills to identify and clean up data issues, preventing problems during the migration process.
- Coordinated meetings with firm members to discuss identified issues with client records and worked diligently to resolve these issues.
- Handled a dataset of 10,000 clients and created multiple data archives for use in the future CRM system.
- Developed a systematic approach to data analysis, ensuring accuracy and completeness of all data sets analyzed through Excel with use of VBA code.

Master Seo's Dynamic Taekwondo - Assistant Instructor

2017 – 2020

- Ensured smooth class operation, organized equipment and children employing organizational and teamwork skills which allowed the lead instructor to run class effectively.
- Lead class as a whole or in smaller groups utilizing leadership and public speaking skills leading to beneficial outcomes in children's ability in addition to strides they made as people.

Education

Wilfrid Laurier University

Honours Bachelor of Business Administration (Co-op)

Expected Graduation: August 2025

- Led financial analysis for BDO New Venture competition team, analyzing market research and financial projections to create a comprehensive business plan.
- Presented the team's detailed business plan to a panel of judges, earning recognition as finalists in a highly competitive pool of applicants.
- Computer Science Minor
- Coach and Treasurer with the Laurier Grappling Club