

Jie Liang

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Portfolio: <https://portfolio.jieliang.fun/> (China) | <https://portfolio-jl-jie-liangs-projects.vercel.app/> (Global)

EDUCATION

Trinity College Dublin, Dublin, Ireland

MSc in Management (MBA) | Sep 2018 – Nov 2019

Shanghai University of International Business and Economics, Shanghai, China

BA in Business English | Sep 2011 – Jul 2013

Shanghai Customs College, Shanghai, China

Diploma in English | Sep 2008 - July 2011

LANGUAGE

English: IELTS 6.5 | TEM-8 | Intermediate-Level English Interpretation Accreditation Examination

TECHNICAL SKILLS

- Data Analysis & Visualization: Python (Pandas, Numpy, Matplotlib, Scikit-learn), Tableau (Interactive Dashboards, LOD Expressions), Excel (Power Query, Advanced Analytics), Power BI (DAX, Data Modeling)
- Database & Engineering: SQL (Complex Queries, Window Functions, CTE), MySQL Database Management, ETL Process Design, Python Automation Scripts
- Machine Learning: Logistic Regression, Decision Trees, Random Forest, Clustering Analysis, Predictive Modeling
- Programming & Development: JavaScript, TypeScript, HTML/CSS, React, Git Version Control

PROFESSIONAL EXPERIENCE

Data Analyst, Freelancer, Nov 2022 - Present

- Provided Tableau and Power BI dashboard development services for overseas clients, integrating data sources such as Excel, CSV, and APIs to create interactive visualizations.
- Specialized in sales analysis, consumer insights, market data, and business metrics visualization, enabling data-driven decisions for SMEs.
- Delivered end-to-end dashboard solutions, from data processing to visualization, supporting clients' business monitoring needs.
- Independently managed remote projects, handling requirements analysis, design, development, and user training.

Vitesco Technologies (now part of Schaeffler) , Shanghai, China

HR Specialist (data analysis and recruiting) | Mar 2022 –Oct 2022

Role Distribution: 50% Recruitment Data Analytics, 50% Talent Acquisition—Applied data-driven methodologies to optimize recruitment strategies and processes

- End-to-End Recruitment Funnel Analysis (Power BI): Established comprehensive recruitment pipeline analytics model, tracking complete conversion pathway from application submission to onboarding, identifying conversion rate bottlenecks at each stage and proposing optimization solutions
- KPI Monitoring & Analysis: Designed and maintained recruitment dashboards, real-time monitoring of application-to-interview conversion rates, offer acceptance rates, and hiring cycle metrics, delivering weekly, monthly, and quarterly analytical reports
- Recruitment Channel Performance Analysis (Python): Conducted comparative analysis of candidate quality and conversion efficiency across multiple channels (job board, headhunters, employee referrals), providing data-driven budget allocation recommendations, achieving 20% reduction in technical role hiring cycles
- Process Optimization & Strategic Development: Identified recruitment process pain points through data insights, developed improvement initiatives and tracked implementation effectiveness, achieving 15% improvement in interview scheduling efficiency

Randstad, Shanghai, China

Consultant | Sep 2021- Nov 2021

- Specialized in recruiting for data science positions including Data Scientists, Machine Learning Engineers, and Data Analysts across multiple industries. Conducted phone interviews to screen candidates and assess technical capabilities and role fit.

Robert Walters , Shanghai, China

Researcher | Mar 2021 – Aug 2021

-Specialized in the recruitment of finance professionals, showcasing ability to manage multiple stakeholder requirements and maintain a detailed candidate pipeline through meticulous organization and coordination.

Ernst & Young (EY), Shanghai, China

Translator, Senior Associate | Apr 2015 – Jul 2018

-Expertly translated, edited, and reviewed critical financial documents, providing detailed analyses on the implications of newly issued International Financial Reporting Standards (IFRS) for business operations.

-Enhanced the accuracy and understanding of EY's audit methodologies and financial statements through meticulous updates and translation efforts.

-Led the translation and ongoing updates of internal policies and training materials, ensuring compliance and adherence to EY's ethics code and independence policies.

Global Law Office, Shanghai, China

Translator, Executive Assistant | Oct 2014 – Mar 2015

- Handled legal document translation and executive support tasks, emphasizing precision and accuracy.

PROJECTS

Coffee Retail Data Analysis | May 2025

- Analyzed 1,000 coffee order records to evaluate product sales performance, customer behavior, and market trends, identifying business optimization opportunities through data visualization.
- Proposed actionable recommendations, including product portfolio optimization, customer segmentation marketing, and regional market expansion, demonstrating end-to-end data analysis to business decision-making capabilities.
- Tech Stack: Excel (data cleaning, pivot table analysis, multi-dimensional cross-analysis, chart visualization).
- Project Link: https://github.com/Molly503/coffee_excel

Employee Mobility & HR Data Automation Analytics Platform | Apr 2025

- Built comprehensive analytics framework based on 10,000 employee records, covering workforce mobility trends, departmental risk assessment, and historical headcount evolution analysis
- Data Automation Architecture: Developed Python ETL scripts for automated multi-source data ingestion into MySQL, created optimized views supporting complex queries, and established real-time Tableau-MySQL synchronization pipeline
- Designed multi-dimensional analytical dashboards: historical headcount trend tracking, department-level turnover risk heatmaps, tenure-turnover correlation analysis, and satisfaction-retention contradiction identification
- Generated key business insights: tracked organizational development trajectory from 2005 to present, identified 3-year tenure as the highest turnover risk point
- Tech Stack: Python + MySQL + Tableau + ETL Automation + Data Visualization + Business Analytics
- Project Link: https://public.tableau.com/app/profile/jie.liang3815/viz/mobilityandretentiondashboard_may19/TurnoverSummary

Employee Turnover Pattern & Risk Factor Analysis | Feb 2025

- Built logistic regression predictive model based on 14,999 employee records, identifying satisfaction, performance evaluation, and tenure as three key turnover drivers, establishing four-tier risk classification system
- Discovered three high-risk employee clusters through clustering analysis (high-performance low-satisfaction, low-performance low-satisfaction, exceptional talent attrition), identifying 3-5 year service period as critical turnover window
- Designed predictive algorithm for individual employee turnover risk quantification, providing HR departments with data-driven precision intervention strategies, significantly enhancing talent retention decision-making scientific rigor and effectiveness

- Tech Stack: Python + Scikit-learn + Data Modeling + Clustering Analysis + Predictive Algorithms
- Project Link: https://github.com/Molly503/employee_turnover

HR Analytics Dashboard | Data Insights & Performance Metrics | Nov 2024

- Developed comprehensive HR analytics dashboard providing intuitive visualization of employee demographics, educational background, performance metrics, and compensation data across multiple dimensions
- Implemented dynamic filtering and drill-down functionality, enabling in-depth analysis of correlations between salary levels, education, age structure, and performance ratings
- Dashboard revealed critical insights including salary disparities across positions, performance patterns by education level, and demographic distribution characteristics, providing actionable data support for HR decision-making
- Project Link: https://public.tableau.com/app/profile/jie.liang3815/viz/HRDashboard_17409029486550/HRSummary?publish=yes

Note: Project data has been anonymized and is used exclusively for job application demonstration purposes.