

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, 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

PROFESSIONAL EXPERIENCE

Vitesco Technologies, Shanghai, China

HR Specialist | Mar 2022 – Oct 2022

- Role: 40% Data Analysis, 60% Recruiting—leveraged analytics to enhance strategic HR decisions and optimize talent acquisition.
- Analyzed recruitment KPIs (e.g., application-to-onboarding timelines, offer acceptance rates), delivering weekly, monthly, and quarterly reports to improve efficiency.
- Managed end-to-end hiring processes, aligning recruitment strategies with business goals through strong project management.

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
- Consulted with clients to understand job requirements and technical specifications, then sourced qualified candidates accordingly
- 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.
- Collaborated effectively with subject matter experts to deliver high-quality, reliable translations that supported both domestic and international tax publications and communications.

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

HR Analytics Dashboard | Workforce Insights & Performance Metrics | Mar 2025

- Built a Tableau dashboard visualizing demographics, education, performance, and compensation data, revealing salary-performance trends for HR decisions.
- Tableau Public: https://public.tableau.com/app/profile/jie.liang3815/viz/HRDashboard_17409029486550/HRSummary?publish=yes
- Github: <https://github.com/Molly503/HR-Analytics-Dashboard-Workforce-Insights-Performance-Metrics>
- Tech Stack: Tableau Desktop

Talent Attrition Patterns & Risk Factors | Feb 2025

- Developed a logistic regression model predicting attrition for 14,999 employees, enhancing retention strategies with visualized trends.
- Github: https://github.com/Molly503/employee_turnover
- Tech Stack: Python (Pandas, Matplotlib, Seaborn)

Recruiting Metrics | Dec 2024

- Identified technical hiring challenges and proposed strategies to streamline processes, improving competitiveness.
- Github: <https://github.com/Molly503/Recruiting-Metrics>
- Tech Stack: Python (Pandas, Matplotlib, Seaborn)

TECHNICAL SKILLS

Data Analysis & Visualization: Excel (intermediate functions, pivot tables, power query, data modeling view, conditional formulas), Python (Pandas for data manipulation, Matplotlib/Seaborn for visualization), Tableau (interactive dashboards, calculated fields, LOD expressions, parameters, action filters)

Database Management: SQL (proficient with complex queries, joins, window functions, CTEs)

Programming: Working knowledge of JavaScript, TypeScript and HTML/CSS, basic familiarity with React components

Research Tools: Qualtrics survey implementation and analysis

LANGUAGE

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

French: Basic communication

Chinese: Native

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