

## Jie Liang

Mobile: (86) 13917107043 | Email: [liangj@tcd.ie](mailto:liangj@tcd.ie) | [liangjie\\_wm@163.com](mailto:liangjie_wm@163.com) | Nationality: Chinese

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

GitHub: <https://github.com/Molly503>

## 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 2009 – Jul 2013

## PROFESSIONAL EXPERIENCE

### HubSpot, Dublin, Ireland

*Data Analyst, People Analytics* | Dec 2022 - present

- Developed Tableau dashboards to track workforce metrics (e.g., headcount, attrition, retention), adopted as a key tool in quarterly planning meetings for strategic decision-making.
- Analyzed recruitment funnel data with Python, reducing technical hiring cycles by 20% through optimized channel strategies.
- Built a logistic regression model (65% accuracy) to predict attrition, identifying key drivers (e.g., job satisfaction, performance ratings) and reducing high-performer turnover by 15%.
- Evaluated training programs, linking participation to a 12% performance increase, supporting continuous HR improvements.

### Vitesco Technologies, Shanghai, China

*HR Specialist (data analysis & recruiting)* | 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.

### Robert Walters, Shanghai, China

*Researcher* | Mar 2021 – Feb 2022

- 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

- Translated and proofread financial statements, audit documents, and technical materials (Chinese ↔ English) with high accuracy.

### Global Law Office, Shanghai, China

*Translator, Executive Assistant* | Aug 2013 – 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](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](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 (advanced modeling), Google Sheets, Python (Pandas, Matplotlib, Seaborn, NumPy, Jupyter Notebook), Tableau (dynamic dashboards), SPSS (ANOVA, regression)

Database Management: MySQL (optimized queries, joins, aggregations), BigQuery

Version Control: Git, GitHub

Survey Tools: Qualtrics, SurveyMonkey

Programming: JavaScript, HTML, CSS, TypeScript, React, VS Code

#### **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.