

Name Jie Liang

PERSONAL INFO

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EDUCATION

2018.09 - 2019.11 **Trinity College Dublin, Ireland**
Master's Degree, MSc in Management (MBA)
2009.09 - 2013.07 **Shanghai University of International Business and Economics**
Bachelor's Degree, BA in Business English

PROFESSIONAL EXPERIENCE

2022.12 - present **HubSpot** **Data Analyst, People Analytics** **Dublin, Ireland**

Strategic Workforce Insights

- Developed interactive dashboards using Tableau to track key workforce metrics in real-time (such as headcount trends, attrition rates, retention rates, etc.).
- The dashboard was widely used in company quarterly workforce planning meetings, becoming an essential decision-making tool for management.

Recruitment Data Analysis

- Analyzed recruitment funnel metrics (such as application conversion rates, interview pass rates, offer acceptance rates, etc.) to identify bottlenecks and optimize the hiring process.
- Evaluated recruitment channel performance using Python, providing data-driven strategy recommendations to the hiring team, successfully reducing the recruitment cycle for technical positions by 20%.

Employee Attrition Analysis

- Conducted statistical analysis using Python to identify key factors driving employee turnover (such as job satisfaction, performance ratings, etc.).
- Built a predictive model based on logistic regression to calculate employee attrition risk scores, achieving 85% accuracy, helping management identify high-risk employees and develop targeted retention strategies.
- Visualized attrition trends and key drivers through Tableau dashboards, providing data support for HR teams, successfully reducing high-performer turnover by 15%.

Training Program Evaluation

- Designed and executed data analysis to correlate employee engagement metrics with performance data to evaluate training program effectiveness.
- Analysis revealed that employees who participated in training showed significant performance improvements (12% average increase), providing data support for continuous improvement of training programs.

2022.03 – 2022.10 **Vitesco Technologies** **HR Specialist (data analysis & recruiting)**

- Role Breakdown: 50% Data Analysis, 50% Recruiting—leveraging analytical skills to enhance strategic decisions and executing comprehensive recruitment strategies to optimize talent acquisition.
- Spearheaded the management and analysis of critical recruitment metrics, including application counts, resume submissions, interview frequencies, and timelines from offer acceptance to onboarding.
- Monitored and reported on key recruitment performance indicators such as the duration positions were open and the acceptance-to-rejection ratio of job offers.

- Produced and delivered comprehensive recruitment data reports on a weekly, monthly, and quarterly basis to aid in strategic HR decision-making and enhance operational efficiency.
- Managed end-to-end hiring processes, demonstrating strong project management skills and the ability to understand and translate business needs into effective recruitment strategies.

2021.03 – 2022.02 Robert Walters Researcher

-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.

2015.04 – 2018.07 Ernst & Young (EY) Translator, Senior Associate

- Specialized in translating and proofreading a diverse range of documents from Chinese to English and vice versa, including financial statements, audit papers, technical publications, and internal training materials.

2013.08 – 2015.03 Global Law Office Translator and Executive Assistant

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

CERTIFICATES

Learn the statistics & probability for data science and business analysis - Udemý

Data Analytics with Python, SQL, Tableau & ChatGPT projects - Udemý

HR & People Data and Analytics Fundamentals - Udemý

The Data Science of Using People Analytics - LinkedIn

Meta Front-End Developer - Coursera: JavaScript, HTML, CSS, Git & Github, React

Learn TypeScript - Coursera

LANGUAGE

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

French: Basic communication

TECHNICAL SKILLS

Excel & Google Sheets: Advanced skills in data modeling, dynamic dashboard creation, and complex formula building to support decision-making.

Python: Proficient in data manipulation, exploratory analysis, and visualization using **Pandas** and **Matplotlib**. Applied in cleaning datasets, building predictive models, and automating repetitive tasks.

SQL: Expertise in querying and database management. Skilled in writing optimized SQL queries for complex operations, such as aggregations, multi-table joins, and transaction control.

Tableau: Advanced data visualization and business intelligence skills. Developed dynamic dashboards with data blending, custom filters, and interactive elements, providing actionable insights for stakeholders.

Git & GitHub: Manage data analysis projects, tracked changes, and collaborated with team members.

SPSS: Experienced in statistical analysis, including ANOVA, multiple linear regression, and dummy variable coding. Used for advanced analytical methodologies in behavioral and survey data.

Survey Tools: Proficient in designing and deploying surveys using Qualtrics and Survey Monkey. Skilled in questionnaire design, data collection, and integrating survey insights into business analysis.

PROJECTS

Personal Portfolio:

- **Global URL:** <https://portfolio-jl-jie-liangs-projects.vercel.app/> (Accessible worldwide; restrictions in China)
- **China URL:** <https://portfolio.jieliang.fun/> (Optimized for access within China)
- Github: <https://github.com/Molly503/portfolio-jl>
- Designed with a user-friendly, responsive layout, the site features sections on my project work, technical skills, professional background, and a direct method for contacting me.
- Tech Stack: HTML, CSS, Vanilla JavaScript, Vercel, Alibaba Cloud

2025.03 HR Analytics Dashboard | Insights & Performance Metrics

- Developed a comprehensive HR analytics dashboard to visualize workforce metrics including demographics, education, performance, and compensation data.
- Implemented dynamic filters and drill-down capabilities to enable deeper analysis of the relationship between salary, education, age, and performance ratings.
- The dashboard revealed key insights such as salary differences across positions, performance patterns by education level, and demographic distributions, providing actionable intelligence for HR decision-making.
- 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

2025.02 In-depth Research on Talent Attrition Patterns and Risk Factors

- Developed an employee attrition prediction analysis system based on logistic regression models, analyzing characteristics such as job satisfaction and years of service for 14,999 employees (data sourced from Kaggle), building a high-accuracy early warning mechanism.
- Revealed key attrition trends through data visualization, providing the HR team with data-driven talent retention strategy recommendations.
- Github: https://github.com/Molly503/employee_turnover
- Tech Stack: Python (pandas, matplotlib, seaborn)

2024.12 Recruiting Metrics

- Key Insights: Identified technical role hiring challenges, with rates significantly below company average. Pinpointed cost inefficiencies and established performance benchmarks that revealed best practices from top recruiters.
- Strategic Recommendations: Developed comprehensive plan to enhance technical role competitiveness, streamline interviews, and standardize efficient recruitment practices across teams.
- Github: <https://github.com/Molly503/Recruiting-Metrics>
- Tech Stack: Python (pandas, matplotlib, seaborn)

2024.10 Interactive HR Dashboard | Multi-dimensional Employee Attribute Analysis

- Utilized Excel for data visualization, with interactive filters for Region, Gender, Managerial Role, and Department to allow real-time insights and in-depth analysis.
- The dashboard helped identify key trends, such as the correlation between higher salary bands and improved performance, as well as gaps in age distribution, leading to actionable recommendations.
- Github: <https://github.com/Molly503/HR-dashboard>
- Tech Stack: Excel

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