

Sebastian Santana Ortiz

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SKILLS

- Advanced mastery of multiple statistical software (R, Python, SAS, SPSS) and other database retrieval tools (e.g., SQL).
- Strong knowledge translation and storytelling skills which allow for seamless integration of dense and technical issues with effective policy recommendations.
- Masterful command of data visualization tools (e.g., Power BI, and Tableau).

ACCOMPLISHMENTS

- Oversaw multiple program and policy research projects at the local, provincial, and federal levels of government.
- Delivered research presentation in a VIHA conference to an audience of up to 200 people.
- Earned more than \$48,000 in accolades for outstanding academic and professional contributions.

EDUCATION

Master's of Science in Population and Public Health (Sep, 2022 – Aug, 2024)

University of British Columbia, Vancouver, BC

Thesis: "Leveraging Machine Learning to Measure Social Determinants of Health and Education Outcomes for Young Migrants in British Columbia"

Bachelor of Arts (Hons) with Distinction (Jun, 2022)

University of Victoria, Victoria, BC

Dissertation: "Cannabis and Injury: Analyzing the Relationship Between Substance Use and Harm."

PROFESSIONAL EXPERIENCE

Data Science Fellow (May, 2023 – Aug, 2023)

Data Science for Social Good Program, Data Science Institute, University of British Columbia, Vancouver, BC

Collaborated with an interdisciplinary team to develop a pairwise aggregation classification algorithm for the Canada Energy Regulator (CER). Our project automated the process of tagging and classifying documents submitted to the CER.

- Demonstrated ability to consider ethical and logistical implications of utilizing machine learning techniques in the public sector.
- Developed ability to manage large data and build complex models using Python.
- Leveraged data visualization techniques to convey research findings to lay and technical audiences.

Human Capital Analyst (Mar, 2022 – Apr, 2023)

BC Ministry of Education, Victoria, BC

Analyzed and interpreted workforce data related to equity, recruitment, and retention. Identified trends and provided insights for optimizing HR strategies. Developed reports and recommendations to support talent management and organizational development decisions.

- Used a proportional hazards model to identify important predictors of retirement exits. Improved accuracy of future estimates by drafting an improved algorithm.
- Used SAS and SQL to manage federal datasets containing more than 300,000 observations.
- Responded to ad hoc requests in a timely manner.

Database Manager (Sep, 2021 – Apr, 2022)

BC Ministry of Education, Victoria, BC

Built and administrated large administrative datasets that accounted for 60 school districts, 202 First Nations, and approximately 6,800 on-reserve students. Applied knowledge of advanced statistical methods and provincial policy to analyze the efficacy of educational supports.

- Applied advance knowledge of Microsoft Excel to automate reporting via pivot tables, macros, and basic VBA.
- Overviewed all data entry and data verification processes.
- Leveraged knowledge of conditional formatting and basic excel formulas to compile, reformat, and clean large datasets for reporting purposes.

Policy Analyst (Jan, 2021 – Aug, 2021)

BC Ministry of Health, Victoria, BC

Managed multiple policy projects related to client rates in home and community care services. Strategic utilized largescale data to support policy evaluation and development.

- Applied analytical skills while drafting policy related documentation (e.g., Briefing notes, jurisdictional scans, backgrounders).
- Provided advice on statistical queries and supported leadership by closely monitoring key economic metrics (Consumer Price Index, Market Basket Measure).

Completed valuable training on GBA+, Project management, research for government, legal bases of policy analysis and SQL.

Project/Policy Analyst (Sep, 2020 – Dec, 2020)

Vancouver Island Health Authority, Victoria, BC

Supported leadership as we rolled out a new outreach and crisis response team. Streamlined data collection materials (i.e., contact log) to improve project analysis. Liaised with multiple community organizations and team members to ensure cohesion.

- Facilitated mixed methods research (e.g. qualitative interviewing) to monitor and evaluate project success.
- Developed information gathering criteria and conducts literature reviews from a variety of sources related to evidence-based and best-practice methodologies appropriate to variety of projects/initiatives.
- Maintained knowledge of the project schedule(s), deliverables and commitments as set out in project charters and other work plans.

Research Assistant (May, 2019 – Present)

Canadian Institute for Substance Use Research, University of Victoria

Prepared honors thesis. Used advanced quantitative research methods to techniques to study the effects of acute exposure to cannabis on injury risk.

- Demonstrated ability to gather, summarize and present information to various groups and stakeholders.

- Assisted with project strategy development by forming concrete recommendations to guide and inform decisions.
- Performed research and literature reviews on alcohol use, cannabis use, and substance use policy.

Project Leader (Sep, 2018 – Present)

Ease e-Home Study, University of Victoria, Faculty of Nursing

Oversaw a multidisciplinary research project that investigated the clinical utility of technology in geriatrics. Surveyed participants using qualitative and quantitative techniques.

- Liaised and facilitate among stakeholder groups to achieve agreement and coordinate information sharing.
- Developed and implemented strategies (e.g. qualitative interviewing) to evaluate best practices related to specific project areas.
- Produced written materials such as reports, project control documentation, and work plans.

Senior Research Assistant (Sep, 2018 – Present)

Voices in Motion Project, University of Victoria, Department of Psychology

Team member of the Voices in Motion project, a lifestyle intervention for people with dementia. Lead and assisted various analytical which analyzed complex social issues.

- Prepared academic posters, talks, and reports presented in various academic conferences in a deadline driven environment.
- Supervised a group of 10 undergraduate research assistants and maintained effective communication amongst group members.
- Applied knowledge of data collection and database management to improve data gathering methods and support program evaluation.