



Steve Desilets

Senior Consultant

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Education

Northwestern University

Master of Science in Data Science

September 2022 – March 2024

Duke University

B.S. in Economics and B.A. in Statistical Science

August 2011 – May 2015

Deloitte Client Service Experience

United States Agency for International Development (USAID) Human Resources (HR) Transformation

USAID Onboarding Redesign Team – Senior Consultant

April 2021 – September 2022

- Coordinated with over 100 client stakeholders and led a functional team in the Scaled Agile Framework (SAFe) design, development, testing, and release of the new IT Onboarding Tool in ServiceNow for USAID
- Reduced the onboarding cycle time by 58% for over 300 USAID new hires per year

USAID Executive Resources Offboarding Team - Consultant

January 2021 – March 2021

- Oversaw a team of four staff and collaborated with 80 stakeholders to gather 2,400 offboarding clearances to enable 100 offboarding Executive Resources to receive their final paychecks

USAID Organizational Performance Management Team - Consultant

February 2020 – December 2020

- Synthesized information elicited from 10 USAID Centers into a four-year Human Capital Operating Plan (HCOP) that described the scope and timeline of 174 projects that aligned to USAID's strategy
- Established 53 new key performance indicators (KPIs) that USAID clients agreed to monitor to enable evidence-based decision-making and compliance with federal regulations
- Led USAID's institution of a data-driven HRStat program through which the Chief Human Capital Officer reported USAID's progress toward achieving Agency strategic objectives to the Agency's Administrator

USAID HR Transformation Program Management Office – Consultant

June 2019 – April 2020

- Oversaw the financial, organizational performance management, compliance, and SAFe program management needs for USAID's \$65 million Agile HR Transformation
 - Organized and delivered 11 professional development trainings for 50 attendees about an array of topics, including data security, Agile software development, risk management, and KPIs
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Centers for Medicare and Medicaid Services (CMS) – Civil Money Penalty Reinvestment Program (CMPPR)

CMPPR Project Management Office – Consultant

June 2018 – June 2019

- Managed the finances for a \$30 million program focused on improving the quality of care in nursing homes
- Built monthly financial reports and created 11 contractual budget modifications impacting five organizations
- Organized a two-day conference attended by 41 practitioners from four organizations

Deloitte Internal Initiative Experience

Deloitte Proposal Teams

Proposal Pricing Lead and Writer

October 2018 – Present

- Served as the Pricing Lead for three proposals valued at \$5 billion by creating financial models and reports
- Wrote about how Deloitte's expertise positioned the firm to meet clients' needs in eight proposals

USAID HR Transformation Well-Being and Inclusion Team

Team Lead

August 2019 – August 2022

- Defined the team's strategy and led a team of 12 staff in organizing 22 well-being and inclusion events

Deloitte ServiceNow Performance Management Community of Practice

Solution Architecture Team Lead

December 2020 – September 2022

- Led a team of four staff in developing tools to advance Deloitte's ServiceNow marketplace eminence

CMS Account Well-being and Inclusion Team

Solution Architecture Team Lead

March 2019 – September 2022

- Organized and delivered eight inclusion trainings to 200 staff about intersectionality
- Helped to organize a holiday gift drive for babies in the hospital

Deloitte Functional Alignment

- **Business:** Consulting
 - **Industry:** Government and Public Services
 - **Practice:** Strategy & Analytics – Artificial Intelligence & Data
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Industry Experience	<div data-bbox="472 254 958 344"> <p>comScore, Inc. <i>Panel Science Team - Statistical Analyst</i> July 2015 – May 2018</p> </div> <div data-bbox="472 365 1487 646"> <ul style="list-style-type: none"> • Managed nine big data products generated via over 10,000 lines of SAS, SQL, and R code • Balanced millions of panel participants to accurately reflect the demographic distributions of global online population sizes via the Random Iterative Method (RIM) of weighting • Expanded comScore's suite of products available by designing and automating a custom RIM weights model • Enhanced the team's main SAS program to run 60% more quickly. This innovation saved 48 hours per year </div> <div data-bbox="472 682 989 772"> <p>Duke University <i>Statistics Department - Teaching Assistant</i> January 2014 – May 2015</p> </div> <div data-bbox="472 793 1435 852"> <ul style="list-style-type: none"> • Taught 100 students how to apply statistics using R and JMP in weekly labs, lectures, and office hours </div> <div data-bbox="472 888 1136 947"> <p><i>Office of University Development – Data Analyst Intern</i> September 2013 – April 2015</p> </div> <div data-bbox="472 968 1438 1026"> <ul style="list-style-type: none"> • Enabled Duke to maximize donation revenue via data analysis and reporting using SQL and Tableau </div> <div data-bbox="472 1062 1053 1152"> <p>Covenant House of New Orleans <i>Accounting Department – Budget Analyst Intern</i> June 2014 – August 2014</p> </div> <div data-bbox="472 1173 1510 1232"> <ul style="list-style-type: none"> • Constructed the \$4 million annual budget for the Chief Financial Officer to present to the Board of Directors of this nonprofit </div> <div data-bbox="472 1268 774 1358"> <p>Chartwell Swim Club <i>Lifeguard</i> May 2007 – August 2011</p> </div> <div data-bbox="472 1379 1455 1407"> <ul style="list-style-type: none"> • Oversaw safety of patrons across six pools and successfully rescued one child </div>
Skills	<div data-bbox="472 1449 1438 1822"> <ul style="list-style-type: none"> • Agile Methodology: Agile, Scaled Agile Framework (SAFe) • Collaboration: Google Colab, Discord, Github, Slack • Data Science and Math: Elasticsearch, Excel, JMP, Maple, Neo4j / Cypher, Protégé, R / RStudio, SAS, SEMOSS, SQL, Stata, Tableau • Data Engineering: Golang • Document Preparation: LaTeX • Finance and Human Resources: CP3, ServiceNow • General Workplace Operations: Adobe, Microsoft Office • Generative Artificial Intelligence: Microsoft Azure, Python (Keras, NLTK, Pandas, spaCy, TensorFlow, etc.) • Video Editing: Camtasia • Website Design: Hugo, Netlify </div>
Awards	<div data-bbox="472 1864 1398 1923"> <ul style="list-style-type: none"> • Awarded for high professional performance with acceptance into Deloitte Consulting's Graduate School Assistance Program (GSAP) </div>

Languages	<ul style="list-style-type: none">• English (fluent)• Spanish (beginner)• Mandarin Chinese (beginner)
Professional Affiliations, Conferences, and Certifications	<ul style="list-style-type: none">• Microsoft: Obtained Azure Artificial Intelligence Fundamentals Certification• US Federal Government: Granted Public Trust by USAID between August 2020 – September 2022• Society of Actuaries (SOA): Passed the SOA Probability and Financial Mathematics Exams• Deloitte Agile Boot Camp: Attended a two-day Agile Software Development Boot Camp• Deloitte SEMOSS Workshop: Completed a three-day training workshop about SEMOSS• Professional Association of Diving Instructors: Certified as an Open Water Scuba Diver
References	<ul style="list-style-type: none">• Bobby Donohoe – bdonohoe@deloitte.com• Sandra Trevino – strevino@deloitte.com• Elizabeth Wood – ewwood@deloitte.com• Megan Buskey – mbuskey@deloitte.com
