Ho **Yong Kian**

Final Year University Student

A budding Tech & A.I enthusiast and programmer with an ever growing interest in a myriad of IT fields such as robotic process automation, data science, machine learning, deep learning and both front and backend web development. I enjoy being able to solve complex multifaceted problems faced by organisations today using different programming tools.

Contact

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Relevant Links

GitHub
https://github.com/Victork2267

Portfolio Website
https://victork2267.github.io/Personal_Portfolio/

Hackathons

🏆 **Top 6 Teams**
Singapore Human Resource Institute (SHRI) Virtual Hackathon 2020

🏆 **Top 10 Teams**
Samsung's Solve for Tommorow Challenge 2020 (Health & Tech Category)

○ **Participant**
Amazon Web Services (AWS) Build On ASEAN Challenge 2021

○ **Participant**
Singapore Civil Defense Force (SCDF) Innovation Challenge 2021

○ **Participant**
Shopee's Code League 2020

○ **Participant**
Shopee's National Data Science Competition 2019

○ **Participant**
Challenge for Urban and Built Environment (CUBE) 2015

Education

JUL 2019 - JUL 2023 (Expected)

Bachelor of Human Resource Management
Minor in Analytics

Singapore University of Social Sciences (SUSS)
CGPA: 4.18/5.0

JAN 2015 - OCT 2016

GCE "A" Levels

St Andrew's Junior College
Rank Points: 68/90

Experience

JUL 2022 - DEC 2022

PricewaterhouseCoopers (PwC) | Singapore
HR Digital Tech & Analytics Team

HR Digital Tech & Analytics Intern

- **Dashboard Development** - Develop robust HR dashboards with web-scrapping, automated data-processing pipelines, sentiment analysis and machine learning capabilities using Microsoft Power BI and Python to facilitate stronger data-driven talent management decisions by key HR stakeholders.

- **People Analytics** - Analyse multiple employee recruitment and attrition datasets using Python's robust data science & natural language processing (NLP) libraries (Pandas, Seaborn, Spacy, Gensim) to generate data-driven insights necessary to drive more efficient talent management strategies.

- **Machine Learning & Predictive Analytics** - Prototype and program various machine learning (Support Vector Machines, Random Forest, Ada-Boost) & deep learning (MLP & LSTM models) applications using Python's machine learning libraries (Scikit-learn, Tensorflow) to augment the firm's predictive capabilities in the area of talent management.

JAN 2022 - JUL 2022

Edelman Data & Intelligence (DXI) | Singapore
Human Intelligence Team

Analyst Intern

- **Quantitative & Qualitative Research** - Assist Human Intelligence analysts in compiling, synthesizing and analysing research collected from secondary and primary research on a variety of key client research projects.

- **Statistical Analysis & Reporting** - Perform quantitative (significance testing) & qualitative analysis (topic modelling) on collected primary and secondary research.

- **Report Creation** - Assist in PPT report creation (for both qualitative and quantitative research projects) for key clients to drive public relations data-driven strategies.

JUL 2021 - DEC 2021

Ministry of Home Affairs (MHA) | Singapore
Human Resource Services Centre

Data Analytics Intern

- **HR Operations Analytics** - Conduct monthly statistical analysis and reporting (ANOVA, significance testing, clustering analysis) on multiple HR employee services datasets (employee screening datasets) using Python to augment the formulation of effective HR screening policies.

- **HR Process Automation** - Develop different automation applications using Python and VBA to automate multiple manpower-intensive HR data transactions and preprocessing workloads to improve efficiency.

JAN 2020 - JUN 2020

Singapore University of Social Sciences (SUSS) | Singapore
Centre for Applied Research

Research Assistant

- **Survey Collection** - Conduct research surveys on security employees under the union of security employees (USE)

- **Research Data Analysis** - Perform exploratory data analysis on research survey data for a USE study

JAN 2019 - JUN 2019

Ministry of Home Affairs (MHA) | Singapore
Human Resource Transformation Office

Staff Assistant (Data Analysis)

- **HR Operations Analytics** - Conduct weekly exploratory data analysis and descriptive statistics reporting on HR operations data (employee CRM, medical screening) to management

- **Web Dashboard Development** - Develop multiple HR operations analytics dashboards using JIRA and Python to enhance data-driven HR operations and data visualisation capabilities.

- **HR Process Automation** - Develop several automation tools using VBA to streamline HR data processing and automate customised mass email sending.

Programming Skillsets

🐍 **Python**

- **Data Science Applications** - Experience with data analysis & visualization libraries such as Bokeh, Plotly, Seaborn, Pandas, nltk, simpy and textblob

- **Machine Learning/Deep Learning Applications** - Experience with building models with libraries such as Scikit-learn, Mlxtend, Tensorflow and Keras

- **Web-Scaping & Mining Applications** - Experience with web scrapping libraries such as Scrapy and BeautifulSoup

- **Robotic Process Automation Applications** - Experience with RPA libraries such as Selenium and Automagica

- **Web Development Applications** - Experience with web development libraries such as Flask and Streamlit

- **Application Process Interfaces (APIs)** - Experience with in API libraries such as Alphavantage and Tweepy

Microsoft Visual Basic for Applications (VBA)

- **Macros & Ribbons** - Experience with scripting VBA to create custom Ribbons and Macros in MS Excel, Word, Access, Outlook and Powerpoint

- **Microsoft SharePoint & OneDrive Connections** - Experience with scripting and connecting VBA scripts to integrate with sharepoint and onedrive environments

SQL

- **SQLAlchemy/SQLite3** - Experience with scripting SQL in different SQL platforms such as SQLite3 and SQLAlchemy

HTML/CSS/JavaScript

- **Bootstrap/Tailwind** - Experience with scripting VBA to create custom Ribbons and Macros in MS Excel, Word, Access, Outlook and Powerpoint

- **NodeJS** - Experience with NodeJS framework

Co-Curriculum Activities

JAN 2021 - CURRENT

TOUCH Community Services | Singapore
YouthPhoria Programme

Volunteer (Academic Mentor)

- **Academic Mentoring** - Provide tuition and academic advice (Sec 1 & 2 E-Math) to Youthphoria students to help them adjust to secondary school life

- **Event Facilitator** - Facilitate and lead Youthphoria events aimed at character and values development for Youthphoria students

Thank you