





## Contact

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## Relevant Links

**GitHub**  
<https://github.com/Victork2267>



**Portfolio Website**  
[https://victork2267.github.io/Personal\\_Portfolio/](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 Tomorrow 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







# Ho Yong Kian

Tech-savvy problem-solver, Turning complexity into clarity.





## Education

- JUL 2019 - JUL 2023**  
**Bachelor of Human Resource Management**  
Minor in Analytics  
Singapore University of Social Sciences (SUSS)  
Second Class Honours (Upper)  
CGPA: 4.15/5.0
- JAN 2015 - OCT 2016**  
**GCE "A" Levels**  
St Andrew's Junior College  
Rank Points: 68/90

## Experience

- MAR 2023 - JUL 2023**  
 PricewaterhouseCoopers (PwC) | Singapore  
HR Digital Tech & Analytics Team  
**Part-Time Data Analyst**
  - Dashboard Development** - Develop robust HR dashboards with web-scraping, 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, employee experience data and leave 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.
- 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-scraping, 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