WAYNE LAMBERT

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An innovative business applications developer with over 15 years' experience managing the design, development, and delivery of effective, intuitive, and user-friendly solutions.

Engages clients and senior managers providing project updates and specialist product guidance. Enjoys collaborating in teams developing and transforming applications using Agile methodologies.

KEY SKILLS

Programming: Problem solving, algorithms, data structures, coding, logging, testing, debugging

Languages: Python, HTML / CSS, JavaScript, TypeScript, JSX, SQL, Unix shell scripting, VBA

Frameworks: Django, Django REST, React.js, Express.js, Bootstrap, Ant

Developer Tools: VS Code, iTerm, GitHub, Firefox Dev Tools, DataGrip, Paw, Docker, Nginx, Gunicorn, AWS

Databases: PostgreSQL, SQLite3, MySQL, SQL Server, Oracle

PROFESSIONAL ACHIEVEMENTS

- **Developed comprehensive web development and programming portfolio:** Built web portfolio using some of the latest in web technologies including Django, Django REST, Python, JavaScript, SQL, GitHub, Docker, Postgres, Unix shell scripting, HTML / CSS and Bootstrap.

- **Developed tools to improve operating efficiency:** Designed and developed a comprehensive suite of VBA tools using Agile methodologies to implement fixed pay target ranges, assign team emails, and mass deliver email communications.

- **Managed a workstream as part of large-scale HR transformation programme:** Managed data migration through ETL processes and redeveloped strategic reporting landscape. SME in the transfer of recruitment, lifecycle, payroll, performance, reward, and HRBP processes to outsourced services provider.

- **Improved reporting efficiency and key messages/insights reporting:** Improved accuracy and reporting efficiency by transforming processes that took over 6 days to around 1 day. This was achieved through performance mentoring and management of the development of corporate MI reporting and HR dashboards.

- **Managed the development of TAPI salary and bonus modelling plan:** Managed the creation of automated Target Annual Performance Incentive (TAPI) modelling tool to plan circa $25m global budget for salary and bonus awards.

CAREER HISTORY

HR BI Specialist [Ltd Co Contractor] - *Deutsche Bank, Birmingham*   **Nov 2016 – May 2019**

- Designed and developed a salary ranges VBA tool to enable employee target ranges to be evaluated.

- Developed Excel / Access VBA solutions automating assignment of team emails and sending of email broadcasts.

- Progressed executive management dashboards for senior executive compensation committee spend reporting.

BI Developer & Data Migration Specialist [Ltd Co Contractor] - *Admin Re UK, Telford, Shrops*   **May 2016 – Nov 2016**

- Managed comprehensive end-to-end data migration programme from existing HR administration and payroll providers onto single consolidated platform managing downstream system stakeholders and external consultants.

- Developed advanced VBA recruitment and data management solutions to effect robust data integrity, positive manager experiences, and streamlined operational efficiency.

HR MIS Specialist [Ltd Co Contractor] - *Deutsche Bank, Birmingham*   **Nov 2015 – May 2016**

- Co-ordinated centralised data for almost 90,000 employees to implement a global Total Compensation Framework. This included the allocation of mandatory, discretionary, promotion, and PayMix shift budgetary spend.

- Managed compensation planning and employee maintenance serving as data custodian, process owner, and stakeholder manager to divisional and regional reward advisors to enable management of employee populations.

- Created system to co-ordinate over 10,000 corrections making system updates and ensuring data integrity and audit requirements were adhered to.

HR Systems & MI Team Leader - *Admin Re UK, Hitchin, Herts*   **Sep 2012 – Nov 2015**

- Created data feeds to downstream business systems supporting general ledgers, business modelling, and systems and facilities access.

- Developed inputs to a data warehousing solution enabling HR and finance to align datasets for commercial analysis. Engagement of Strategic Change to introduce 'FTE Resource Tracker' as model owner, SME, and escalation point.

- Designed a multi-currency Target Annual Performance Incentive (TAPI) forecasting tool to support performance reviews (circa $25m budget), leading through to API bonus awards and annual remuneration reviews.

- Created a census "flight tracker" for business transformation, employee exit planning, and redundancy calculations.

HR Systems & MI Consultant - *TATA Consultancy Services, Peterborough, Cambs*   **Apr 2006 – Sep 2012**

- Development and provision of MI reports as outsourced services provider for The Phoenix Group, Southern Water, and Sun Life Financial of Canada within a commercial operating environment governed by contractual SLA/KPI framework.

Consulted independently and delivered several freelance projects including designing a database schema for a Cultural Audit and Map for Dublin City Council.

Roles prior to April 2006 include Stock Controller and Production Team Leader.

SKILLS PROFILE

Data Science:	Jupyter, Anaconda: Pandas, NumPy, Matplotlib, Seaborn
Business Intelligence:	SAP BusinessObjects Web Intelligence, MS Excel, MS Access, Tableau, data visualisation
Project Management:	Agile project / product development, stakeholder engagement
Online Tools / Media:	WordPress, SEO, AdWords, online media, Google Analytics, internet power user
Systems / Other:	MacOS, Windows, Linux, iTrent, PeopleSoft, data warehousing, ETL data migration

PROFESSIONAL DEVELOPMENT

Enjoys a continuous programme of self-study for professional and personal development principally targeted towards skills in software engineering, web development, data science, and business intelligence.

In addition to numerous video courses, I have studied many highly regarded books by industry leading experts in programming and web development. These include 'Clean Code', 'A Common Sense Guide to Data Structures and Algorithms', 'Django for Professionals', 'REST APIs with Django', and 'Think Python'.

I look forward to attending PyCon UK in September 2019.

EDUCATION

Robert Manning School (now Bourne Academy) - *Bourne, Lincs*   **Sep 1991 – Jul 1998**

- GNVQ Advanced Business Studies
- 5 GCSEs at grades B – C

ADDITIONAL INFORMATION

My web development work can be seen on my portfolio website, https://waynelambert.dev. The corresponding source code can be found at https://github.com/WayneLambert/portfolio

References available upon request