WAYNE LAMBERT

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Innovative Business Intelligence specialist and 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 to transform business outcomes.

KEY SKILLS

Programming:	Algorithms, data structures, design patterns, coding, debugging, testing, logging
Languages:	Python, HTML / CSS, JavaScript, JSX, SQL, Unix shell scripting, VBA
Frameworks:	Django, Django REST, Flask, React.js, Bootstrap, Ant
Developer Tools:	VS Code, PyCharm, iTerm, GitHub, Docker, Firefox Dev Tools, DataGrip, Paw, Linux, AWS
Databases / Other:	PostgreSQL, SQLite3, Oracle, SQL Server

PROFESSIONAL ACHIEVEMENTS

- **Designed and developed comprehensive web portfolio:** Built using latest web technologies including Django, Django REST, Python, JavaScript, GitHub, Docker, Postgres, HTML / CSS, and Bootstrap.

- **Developed tools contributing to saving an estimated €80m:** Developed a comprehensive suite of VBA tools using an adaptation of Agile. Implemented fixed pay target ranges across cost base of €3.4bn, assignment of inbound team emails using operational logic, and delivered automated email communications to circa 40,000 employees.

- **Augmented executive management compensation reporting with €2.1bn bonus pool:** Facilitated global compensation strategy and policy for the Senior Executive Compensation Committee through interactive dashboard creation and key message insights.

- **Managed workstream as part of large-scale HR transformation:** Managed ETL data migration programme and redeveloped strategic reporting landscape installing Data Quality Management through BusinessObjects Web Intelligence. SME in recruitment, lifecycle, payroll, performance, reward, and organisational effectiveness.

- **Improved reporting efficiency and key messages/insights reporting:** Improved accuracy and reporting efficiency by transforming processes previously taking over 6 days to around 1 day. This was achieved through leadership in the development and streamlining of corporate MI dashboard reporting and the introduction of QA.

CAREER HISTORY

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

- Designed and developed a salary ranges VBA tool enabling employee target ranges to be cost-contained.

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

- Transformed interactive dashboards and key messages insights for global Senior Executive Compensation Committee.

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 approximately 91,000 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 technical data feeds solution to automate downstream business systems supporting general ledgers, business modelling, and systems and facilities access.

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

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

- Facilitated change, project, and risk management through quality assurance and product/process reviews.

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 SLAs and KPIs.

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

From 2010-2014, built and maintained an active WordPress membership website reaching a consistent Alexa rank of circa 60,000. This entailed blog and video content creation, PayPal eCommerce, AWeber email, Google Analytics, Linux and MySQL database administration, HTML / CSS modifications, Amazon S3 and CloudFront.

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

SKILLS PROFILE

Data Science: Anaconda: Jupyter, Pandas, NumPy, Matplotlib, Seaborn

Business Intelligence: BusinessObjects, MS Excel, MS Access, dashboards, data visualisation, DQM, self-service BI

Project Management: Agile, stakeholder engagement, risk / change management, QA

Tools / Media: WordPress, SEO, AdWords, Google Analytics, Camtasia, split testing, online media

Systems / Other: MacOS, Windows, Linux, AutoCAD, 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'.

EDUCATION

Robert Manning School (now Bourne Academy) - *Bourne, Lincs*

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

ADDITIONAL INFORMATION

My web development work can be reviewed on my portfolio website, https://waynelambert.dev, and its source code can be browsed using the 'View Code' button on the home page.

References available upon request