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, debugging, testing, logging, UI/UX

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

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

Developer Tools: VS Code, PyCharm, iTerm, GitHub, Docker, Firefox Dev Tools, DataGrip, Paw, Linux, 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 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 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, Bokeh
Business Intelligence:	SAP BusinessObjects, MS Excel, MS Access, Tableau, Oracle Query, data visualisation
Project Management:	Agile project / product development, stakeholder engagement, risk management
Online Tools / Media:	WordPress, SEO, AdWords, Google Analytics, split testing, online media, internet power user
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'.

I look forward to attending PyCon UK on 13th – 17th September.

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