

A. MARCHOUD

Data-Driven People Operations Professional

PROFESSIONAL SUMMARY

Results-oriented data professional with 7+ years of experience in statistical analysis, people data insights, and leveraging advanced data techniques to inform strategic decisions. Proficient in SQL and data visualization tools, with a proven ability to translate complex datasets into compelling narratives for non-technical audiences. Adept at collaborating cross-functionally and passionate about unlocking the potential of teams through data-driven insights.

AREAS OF EXPERTISE

Data Analysis & Reporting: SQL | Tableau | SAS | Advanced Excel (VLOOKUP, Pivot Tables, Power Query)

Foundational Programming: Python (Intermediate) | R (Beginner)

Data Operations: Data Preprocessing | Workflow Automation

Soft Skills: Collaboration | Communication | Project Management

PROFESSIONAL EXPERIENCE

NTI, Inc. (non-profit organization)

November 2021 – October 2024

Talent Acquisition Manager/ Talent Data Analyst

- Conducted advanced statistical analyses on recruitment and HR data, uncovering trends that improved employee engagement by 20%.
- Designed and implemented surveys to capture employee behavior insights, leading to actionable strategies for leadership.
- Automated internal data reporting processes using Excel reducing manual effort by 30%.
- Partnered with cross-functional teams to present data-driven stories that influenced organizational strategies.

University of Nevada, Las Vegas

June 2019 –November 2021

Senior Recruitment Coordinator/ HR Data Analyst

- Performed exploratory data analysis on employee and candidate survey data to inform DEI initiatives and strategic decisions.
- Built queries to extract and transform HR datasets, creating dashboards for leadership to monitor KPIs.
- Collaborated with behavioral scientists to analyze longitudinal data, improving employee retention by 15%.

Lucas Group

Oct 2011 –June 2019

Staffing HR Coordinator/ Talent Acquisition Specialist/ Data Specialist

- Analyzed large datasets to identify recruitment inefficiencies, enabling data-driven process improvements.
- Leveraged Talent Systems, CRM, and Excel to visualize HR and contract employee data, delivering insights to leadership that increased team productivity by 25%.
- Conducted statistical testing and experiment design for recruitment initiatives, improving process effectiveness.

EDUCATION

Master of Science in Business Intelligence and Analytics

Saint Joseph's University | 2021

Bachelor of Science in International Business

University of Nevada Las Vegas | 2008

CERTIFICATIONS

SAS Certification | 2021