



Aaqil SHIRAZ

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| **Visa Sponsorship: Father**
| **View my portfolio on:** <https://aaqx11.github.io/>



Profile

❖ Education and Skills

First Class Honors (4.0 GPA) Computer Science Graduate and Certified Tableau Specialist with a solid foundation in data visualization, data analysis, statistics, and programming logic.

Specializing in **Recruitment Analytics** and **People-Tech Solutions** with expertise in **BigQuery**, **Tableau**, **Looker Studio**, and **Google Apps Script**. Strong record of transforming raw data into actionable insights for **HR**, **Recruitment**, and **Finance Stakeholders**.

❖ Visualization & Reporting Proficiency

Certified **Tableau Desktop Specialist (967/1000)**. Skilled in building **interactive dashboards**, **recruitment funnels**, and **recruiter scorecards**.

Experienced in **Looker Studio** for **leadership reporting** and **automating snapshots** across ATS and HRIS systems.

❖ Database & Automation Skills

Advanced SQL (**BigQuery**, complex CTEs, **memory-efficient queries**) for role lifecycle, cost-per-hire, and funnel reporting.

Experienced in **Google Apps Script Automation** (ACL controls, candidate allocation, recruiter scorecards).

Strong foundation in **data preparation**, **process optimization**, and **cross-system integration**.

Work Experience

❖ **Data Analyst – Tabby**

Dubai, United Arab Emirates | May 2024 - Present



Key Contributions:

- Built end-to-end recruitment reporting infrastructure using BigQuery + Tableau + Looker Studio, covering funnel metrics, headcount planning, and recruiter efficiency.
- Automated Google Sheets workflows (e.g., candidate allocation, recruiter scorecards, bucket assignment) via Apps Script triggers (time-based & onEdit).
- Developed cost-per-hire models, integrating recruiter screening costs, interview costs, job board spend, and employee referral payouts (with FX conversion logic).
- Created a snapshot engine for monthly hiring data to track budget vs actual headcount, carry-forwards, and replacement hires.
- Implemented access-control logic (ACLs) in Google Sheets and Looker Studio to securely share sensitive compensation and hiring data with recruiters and managers.
- Partnered with Talent Acquisition and Finance Leadership to design budget dashboards, forecast hiring costs, and surface actionable KPIs for C-level reporting.

❖ **Data Scientist Intern – Metary**
Dubai, United Arab Emirates | May 2023 – October 2023



Assigned projects:

- Employed Microsoft SQL Server DBMS for comprehensive data cleaning procedures.
- Developed dynamic dashboards utilizing Tableau to effectively communicate complex blockchain data.
- Leveraged SQL to meticulously gather and filter raw blockchain data within the Ethereum network.
- Utilized the output of SQL queries to derive valuable insights from complex data.
- Collaborated with a cross-functional team to create meaningful metrics using SQL, contributing to data-driven decision-making processes.

Education

❖ **BSc Hons in Computer Science**
First Class Honors (4.0 GPA)
03/2021 to 01/2024
Liverpool John Moores University



❖ **The Westminster School, Dubai (KG1 to Grade 12)**
IGCSE and A-Level degrees.

