

Andrew Charabin

London, Ontario

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Education

Ivey School of Business

London, Ontario

Master of Science in Management (MSc), Business Analytics

2017 – 2018

Honors Business Administration (HBA)

2013 – 2017

Experience

Voices

London, Ontario

Senior Manager, Data Science

Since Oct. 2021

- Instituted an organization-wide data science and analytics function by recruiting, onboarding, and mentoring a cohesive team of Data Scientists, cementing competitive edge for a leading voice over marketplace.
- Led a team responsible for centralizing metrics, uncovering insights, and optimizing KPIs with machine learning solutions for matching, pricing, and searching on the platform, creating a powerful engine to drive platform retention and liquidity improvements.
- Transitioned a rules-based platform matching system to an algorithm that prioritizes voice talent matches based on the likelihood of hire using an XGBoost model, increasing job hire rate by 5 points.
- Established a platform pricing recommendation system by using AWS lambda to execute SageMaker models that predict a job's price and response volume, and SageMaker Pipelines to enable CI/CD, improving job form conversion rates and expected job values.
- Developed a proof of concept for a voice cloning service by building upon NVIDIA's Tacotron2 implementation, creating a scalable process for training models on newly recorded voices that includes an optimized loss function, warm start functionality, improved analytics tracking, and tools for audio normalization.

Manager, Analytics

Sept. 2020 - Oct. 2021

Team Lead, Analytics

Sept. 2020 - Sept. 2020

- Established a centralized analytics capability to create a common analytical language, identify the most attractive areas for resource allocation, and ensure thoughtful strategic action across the organization.
- Managed a team of analysts and initiated workflow processes to create a sustainable flow of high caliber analytics.

Senior Financial Analyst

April 2018 - July 2019

CancerCare Ontario

Toronto, Ontario

Summer Student Analyst

April 2018 - July 2019

- Analyzed the correlates of length of stay for Alternative Level of Care (ALC) patients using modelling techniques in R, leading to the first predictive analytics study of ALC patients in Ontario and providing insight to where reform should occur to reduce unnecessary costs and improve patient rehabilitation.

Danby

London, Ontario

Pro-bono Consultant

Sept 2016 - Dec 2016

- Led a project to improve Danby Appliance's product innovation department by creating a customer-focused framework for idea creation, developing a model to predict commercial viability, and applying these processes to recommend an innovation that Danby has initiated into the research and development phase.

Skills

Languages Python, SQL, Tableau, R

Cloud AWS SageMaker, Lambda, Redshift

Machine Learning Regression (pricing), classification (hire prediction, churn, fraud/spam), unsupervised learning

Deep Learning RNNs, CNNs

Libraries & Frameworks Flask, PyTorch, XGBoost

ML Ops Linux, Git

Frontend JavaScript, HTML, CSS

Soft Collegiality, structuring and communicating complexity, continuous improvement

Articles

Please check [my medium profile](#) for a full list of articles.

Goals, Principles & Constraints

2023

A framework for Organizational Leadership

Selecting the Right XGBoost Loss Function in SageMaker

2023

When and why you should use absolute or squared error

Projects

Please check [my website](#) for a collection of previous projects.

Certifications

AWS Machine Learning Specialty

Dec. 2022

Interests

Author for *Towards Data Science*

2023

Western University Varsity Tennis Player

2013-2018