

# Andrew Charabin

Data Scientist | Toronto, Ontario

## WORK EXPERIENCE

**Voices**, London, Ontario

*A voice marketplace that matches and facilitates work between voice talent and clients.*

**Data Science Senior Manager**

10/2021 – 06/2023

- Instituted an organization-wide data science function by recruiting, onboarding, and mentoring a high-performing team of two Data Scientists and a Data Analyst, creating a competitive edge for a leading voice marketplace.
- Developed and released a new matching algorithm that prioritizes voice talent matches based on the likelihood of hire using an XGBoost model, increasing job hire rate by five points.
- Built a platform pricing recommendation system involving an AWS lambda function to invoke SageMaker models that predict the job's price and response volume, and a custom CI/CD solution developed within SageMaker Studio, resulting in a three point improvement in the annual client retention rate.
- Reduced the time to market for new business intelligence reports and machine learning (ML) solutions by ~ 50% by leading a team to create core tables to use across analytics and ML use cases, manage associated queries and schedules on an EC2 instance, and facilitate migration to a new type of Redshift cluster while adopting data structuring best practices, establishing governance for the data warehouse.
- Fostered a culture of productive experimentation by introducing industry best practices and formalizing processes for company-wide experimental design and A/B testing, resulting in the exclusion of costly low-value tests and data quality improvements.

**Analytics Manager**

09/2020 – 10/2021

- Developed and standardized reporting and insights around platform liquidity metrics including churn, freelancer earnings, and spend retention, to inform strategic board of director discussions.

**Analytics Team Lead**

08/2019 – 09/2020

- Established a centralized analytics capability, reporting an integrated view of company performance using Tableau and supporting the product department with operational business models to drive their strategy, helping the company achieve 30%+ YoY growth.

**Senior Financial Analyst**

04/2018 – 07/2019

- Developed annual sales forecasts to guide financial targets; designed and rolled out sales comp. plans.

## PROJECTS & INTERESTS

Text-To-Speech Tool with Andrew Charabin's Voice

03/2023

- Built upon NVIDIA's Tacotron2 implementation to create a scalable process for training models on newly recorded voices; served by a flask API.

Cover of Anywhere by Passenger

12/2020

- A cover recorded by separately performing all instrumental parts – guitar, bass, drums, and vocals.

## CONTACT

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## SKILLS

*Languages/Tools*

- Python
- SQL
- R
- Tableau

*Big Data*

- AWS SageMaker
- AWS Lambda
- AWS Redshift & Matillion

*Frameworks*

- XGBoost
- PyTorch
- TensorFlow

*ML Ops*

- Linux
- Git
- Flask
- Docker

*Machine Learning*

- Recommenders
- Regression (Pricing)
- Classification (Hire, Churn)

## EDUCATION

**Ivey Business School**

London, Ontario

Master of Science in  
Management (MSc)

Business Analytics  
01/2017 - 04/2018

Honors Business  
Administration (HBA)  
07/2013 - 04/2017

## OTHER

- Certified Machine Learning | AWS
- Crash Course in Causality | University of Pennsylvania
- Deep Learning Specialization | Coursera