

Brian Daum

[in linkedin.com/in/briandaum](https://www.linkedin.com/in/briandaum)[✉ bpdaum@gmail.com](mailto:bpdaum@gmail.com)**Data Scientist @ Google**

SUMMARY

Data scientist with extensive experience in translating complex HR problems into shipped products and insights for leaders. Expert Python developer with extensive experience in natural language processing (including transformers and LLMs), deep learning, time series forecasting, and "classic" ML solutions.

SKILLS

Python Machine Learning Deep Learning Large Language Models (LLM) NLP

RAG Systems TensorFlow/Keras SQL Time Series Forecasting Data Visualization

HR Domain Knowledge Supervised Learning Unsupervised Learning

EXPERIENCE

Business Data Scientist

Mar 2024 - Present

Google

Austin, TX

Builds applied AI solutions for People Operations. Develops, implements, and productionizes NLP applications (LLMs, RAG systems, agentic solutions), scaled time series forecasting (convolutional networks and RNN's), anomaly detection mechanisms, and more. Partner and drive analyst education on machine learning and AI.

Analytical Lead, Talent Movement and Retention

May 2022 - Mar 2024

Google

Austin, TX

Analytical lead within People Operations Reporting & Insights, focused on machine learning products and inferential analysis for talent movement and retention. Owner of scaled attrition reporting solutions across all of Google's product lines and functions. Developed ML models to forecast attrition and talent movement across Google.

Senior Data Scientist, HR

Mar 2020 - May 2022

Whole Foods Market

Austin, TX

Owner of the data science arm of the Team Member Insights team. Responsible for performing inferential analysis and building predictive products, including NLP (sentiment, topic tagging), turnover forecasting, and program evaluation. Owned broader AI/ML strategy for HR. Driver of quarterly HR business review.

Senior HR Business Data Analyst

Jan 2017 - Feb 2020

Intuit

Plano, TX

Acting business data analyst for Talent Development and Performance. Used Python/R for inferential analysis, regression, and PCA. Leveraged NLP for unstructured data insights (LSA, topic modeling). Created supervised/unsupervised models for predictions. Partnered with IT for dashboarding (Qlik).

People Data Analyst

Apr 2016 - Dec 2016

Yum! Brands

Plano, TX

Developed analytics using R and Python for global HR programs. Built predictive models for turnover risk and hiring. Used NLP for employee comments. Automated processes saving 200+ labor hours annually.

Total Rewards/HRIS Analyst

Dec 2013 - Mar 2016

Yum! Brands

Plano, TX

Supported KFC/Pizza Hut international markets. Led global Year End compensation processes. Implemented global HR analytics programs. Programmed Excel VBA tools to streamline processes.

Technical Analyst / Project Analyst

Nov 2012 - Dec 2013

CEB (now Gartner)

Rolling Meadows, IL

Managed and analyzed survey data for Fortune 1000 clients using SQL and Access. Streamlined internal processes and managed engagement survey projects.

HR Professional - Executive Compensation

Feb 2012 - Oct 2012

Allstate Insurance

Northbrook, IL

Administered the bonus program, performed pay structure analyses, and supported the technology team in platform creation.

Compensation/Benefits Support Analyst

Mar 2010 - Jan 2012

North Texas Tollway Authority

Dallas, TX

Analyzed job descriptions, compensation surveys, flsa testing, and benefits administration.

EDUCATION

Emory University

2005 - 2009

Bachelor of Arts, Psychology

Activities: Delta Tau Delta Fraternity, Dooley Noted A Cappella.

Relevant Coursework: Microeconomics, Macroeconomics, Business and Research Statistics, Financial Accounting, Organization and Management, Social Psychology.

St. Mark's School of Texas

1997 - 2005

High School Diploma

LICENSES & CERTIFICATIONS

Deep Learning Specialization

Issued Jun 2024

DeepLearning.AI

Credential ID: 65Y34S6DPY27