

# Brian Daum

Data Scientist @ Google

 Austin, TX

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## 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*  
Austin, TX  
Google

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*  
Austin, TX  
Google

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**

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*

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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**

**2005 - 2009****Emory University****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