

# DANIEL P. MARTIN

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## PROFESSIONAL AND RESEARCH EXPERIENCE

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*McKinsey & Company Organizational Solutions, Waltham, MA*

### Lead Data Scientist

June 2017 – Present

- Translate analytical findings to actionable insights, presenting results to client roles ranging from individual contributors in HR to the executive team
- Design and deliver training for clients interested in starting or developing their people analytics function
- Oversee growth of the People Analytics team in Waltham from one (myself) to fourteen since January 2016, standardizing the recruiting, hiring, and onboarding processes along the way
- Created an internal knowledge sharing repository using GitHub pages, Jekyll, and RMarkdown/Jupyter notebooks to encourage the use of analytical best practices across all data scientists
- Promoted June 2017; still performing data science work in addition to leadership responsibilities described above

### Senior Data Scientist

September 2015 – June 2017

- Build robust modeling pipelines in R for supervised (regularized regression, random forests, boosting) and unsupervised learning (k-means, PAM), cutting down analysis time in similar projects from days to hours
- Construct and deploy live self-service dashboards of talent KPIs using Power BI, R Shiny, and Tableau
- Developed a new retention analytics offering based on engagement survey methodology and machine learning; one of 6 proposals out of over 300 to win an internal New Ventures competition

*Insight Health Data Science, Boston, MA*

### Fellow/Alumni Mentor

July 2015 – September 2015

- Created Food Findr, an interactive web application to help users identify healthy, local dining options in Boston
- Scraped menu items using Python and built a random forest classifier in R, achieving an AUC of 0.87
- Deployed an interactive map and table as the front end using R Shiny and AWS
- Mentored fellows in following sessions by participating in panels and running mock interviews

*University of Virginia Department of Psychology, Charlottesville, VA*

### Statistical Consultant

May 2013 – July 2015

- Provided statistical support to 10 substantive researchers for various projects and two grant proposals
- Consulted on linear, mixed-effects, and structural equation models that have been published in top journals

### Graduate Research Assistant

August 2011 – July 2015

- Coordinated the efforts of 29 teams and 61 researchers on a project investigating subjectivity in analysis decisions commonly found in academic research; used meta-analysis to aggregate results
- Created an R package to clean and visualize Implicit Association Test data, downloaded over 10,000 times
- Examined the use of recursive partitioning methods for multilevel data structures commonly found in education research; created an R package to help facilitate the analysis for applied researchers
- Evaluated the performance of cluster analyses in longitudinal contexts using R and Monte Carlo simulations

## EDUCATION

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### Ph.D. Quantitative Psychology

August 2015

*University of Virginia, Charlottesville, VA*

### B.S. Applied Mathematics

May 2011

### B.A. Psychology

*University of Rhode Island, Kingston, RI*

## TECHNICAL SKILLS

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- **Languages:** *expert:* R, *intermediate:* Python, *familiar with:* SQL, SPSS, *exposure to:* SAS, STATA
- **Tools:** git, tidyverse, ggplot2, R Shiny, pandas, Power BI, Tableau
- **Statistics:** Generalized linear and mixed-effects models, regularized regression, random forests, cluster analysis