

Skills

Python | Data Science | Data Analysis | Data Visualization | Behavioural Science | SCRUM

Professional Experience

Oracle

Senior HR Regional Project manager & Workforce Intelligence **Oct 2019 – Present**

- Build Dashboards on OBIEE/Visualization tools for the HR Community
- Collate, clean, and run models on Performance/Attrition
- Investigate and analyse problem statements that the organization is facing
- Streamlined processes in a data drive approach
- Ran projects to benchmark and standardise processes across regions
- Introduced projects to nudge employees

Workforce Intelligence Analyst

Feb 2016 – Oct 2019

- Provides strategic, functional and HR analytics for a variety of key data, systems, processes, and metrics to provide timely, accurate and insightful information
- Develops reports, dashboards, and analytics solutions to meet the business/functional needs and overall strategic direction
- Develop actionable, proactive analytics to help drive forecasting capabilities and strategic insights
- Perform analysis of relevant Workforce Intelligence data, identify trends and develop predictive analytics to support the business
- Design and deliver HR reports (and presentations) and create standardized dashboard analytics. Ensure the display of any reports and metrics presented conveys the information in a way that the reviewer can easily make sense of the data
- Study existing processes and implement process improvements
- Work with internal teams to roll out new dashboards online and constantly doing due diligence on data integrity
- Demonstrated abilities to analyse structured and unstructured data
- Demonstrated project management and customer service skills
- Ability to multitask by handling multiple projects and priorities simultaneously

Singapore Health Services, SingHealth

Lead Analyst (Office of Strategy Management)

Jan 2014 – Feb 2016

- Deliver accurate, timely and relevant data analysis and insights to support decision-making on key strategic issues
- Maintaining of Balanced Scorecard and advising stakeholders of KPIs
- Collaborate with stakeholders to ensure timely and accurate report submission
- Develop and implement data collection strategies to optimize data quality
- Identify, analyse and interpret data trends and patterns; and develop recommendations
- Create dashboards and develop graphs, reports and presentations of results,
- Generate standard and ad-hoc reports, and basic statistical analyses.
- Carrying out and suggests Process Improvement Projects and Automation Projects

The Asian Banker**Trainee/Intern****Oct 2013 – Dec 2013**

- Responsible for collecting, inserting and organizing data from internal and external sources (Using Bankscope etc)
- Responsible for database verification, cleaning, and profiling
- Analysing data based on innovative and traditional research techniques
- Conceptualizing findings for reports and presentations
- Preparing articles or research notes

Description of Projects Involved

Oracle Singapore – Process Streamlining and Nudging

Streamlined processes in a data driven approach, ran projects to standardise processes across regions and introduced nudging (behaviour science) to help shape employee's behaviours.

Oracle Singapore – Developing HR Dashboards in Oracle

Introduced dashboards to Oracle's HR team (JAPAC). Key roles include engaging stakeholders (business leaders) to determine key business needs and research on metrics to be tracked regularly. Tasked to set up automated dashboards and provided analysis and projection in trends of employee movement within Oracle.

SingHealth – Automation of SingHealth Balanced Scorecard Reporting

Led the automation of data collection and reporting. Tasks completed vary from understanding of data sources, process improvement suggestions, leading talks between vendor and key stakeholders (institutions) and setting up automated mock dashboards (with excel) to get management's buy-in. Management eventually acknowledged the importance and value of automation and invested in it.

Education

- 2012 – 2013 **NANYANG TECHNOLOGICAL UNIVERSITY – FULL TIME**
Masters of Science in Applied Economics (4.33/5.0)
Thesis Topic: Nudging (Behavioural Economics)
- 2007 - 2011 **NANYANG TECHNOLOGICAL UNIVERSITY – FULL TIME**
Bachelor of Science in Mathematical Sciences (2nd Lower Honours)
Specialized in Statistics / Minor in Psychology & Economics (3.61/5.0)