

# Hem Gandhi

Data Analyst | BI / Reporting Analyst (Power BI, DAX, SQL, Databricks, Snowflake)

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Work Authorizations: Full Australian work rights (Subclass 485)

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## PROFESSIONAL SUMMARY

Data Analyst with 1.3 years of commercial analytics experience in FMCG/Retail (NielsenIQ) and a Master's in Data Science. Strong in SQL and advanced Excel, delivering repeatable reporting workflows with data checks and decision-ready outputs for enterprise clients (e.g., L'Oréal, Budweiser, Dr. Oetker). Built an end-to-end Power BI executive dashboard backed by a star schema model, DAX KPI pack, row-level security (RLS), and performance profiling. Consistent delivery (>98% on-time reporting; >95% accuracy), reducing manual fixes by ~30% and shortening analysis turnaround by ~25%.

## SKILLS

**BI & Reporting:** Power BI, DAX measures, KPI packs, executive dashboards, drill-down UX, Performance Analyzer profiling, RLS

**Data Modelling:** Star schema, fact/dimension design, conformed dimensions, role-playing date logic, filter propagation design

**SQL & Analytics:** SQL joins/extraction/validation, variance analysis (price/promo/mix), ad-hoc analysis, recurring reporting

**ELT / Warehousing:** Databricks (Bronze/Silver/Gold), SQL-based transformations, curated Gold exports; Snowflake serving-layer exposure

**Data Quality & Governance:** Row-count reconciliation, foreign-key coverage checks, KPI definitions, refresh notes, SOPs/handover

**Tools:** Advanced Excel (formulas, pivots, automation/macros), Tableau (basic), Python, Git/GitHub, Docker

## EXPERIENCE

**NielsenIQ — Data Analyst (Retail Analytics) (FMCG/Retail) | Vadodara; Gujarat; India**      **Sep 2021 — Dec 2022**

**Clients:** L'Oréal, Budweiser, Dr. Oetker, Shell, etc

**Tools:** SQL, Excel (advanced), internal BI/reporting tools, basic Tableau

- Automated weekly client reporting across enterprise portfolios, achieving >98% on-time delivery and >95% accuracy for recurring deliverables.
- Built SQL extraction, cleaning, and validation workflows for scheduled reporting and ad-hoc analysis; reduced manual fixes by ~30% and shortened weekly reporting cycles.
- Built and maintained Excel reporting packs and dashboards (advanced formulas, pivots, automation/macros) to support monthly business reviews and decision-making.
- Created repeatable EDA templates and variance checks to explain sales movement drivers (price, promo, mix), cutting analysis turnaround by ~25% and improving insight consistency.
- Identified market trends and category performance drivers through visual analysis; translated findings into clear storylines and recommendations for stakeholders.

- Standardised KPI definitions and reporting templates and produced SOPs/handover documentation to reduce rework and improve maintainability.

**The Maharaja Sayajirao University of Baroda; Internal Quality Assurance Cell (IQAC) — Junior Analyst (Internship) | Vadodara; Gujarat; India** **Apr 2019 — Jul 2019**

- Analysed feedback from ~**36;000 students** covering campus facilities; teaching quality and infrastructure.
- Built **faculty-wise** and **department-wise** summaries to support NAAC accreditation (5-year ratings) and annual planning.
- Consolidated data checks and visual summaries to improve clarity for the IQAC committee and department heads.

## SELECTED PROJECTS

**Commercial + Fulfilment Executive Dashboard (v1)**

**Feb 2026**

**Tech:** Databricks, Snowflake, Power BI, DAX, SQL

- Built an end-to-end analytics pipeline using a medallion architecture (Bronze -> Silver -> Gold), producing curated fact/dimension tables for executive reporting.
- Designed a conformed dimensional model (FACT\_SALES and FACT\_FULFILMENT with shared dimensions) with role-playing date logic (Order Date active; Ship Date via USERELATIONSHIP measures).
- Delivered a 9-page Power BI executive dashboard covering commercial performance, discount leakage, fulfilment risk, and retention, supported by a DAX KPI pack.
- Implemented market-level RLS using a user-to-market mapping table and enforced correct filter propagation through dimension-driven slicers.
- Added data trust controls (row-count reconciliation and foreign-key coverage checks) and documented KPI definitions/refresh notes.
- Profiled and improved performance using Power BI Performance Analyzer and applied practical Top-N constraints to reduce heavy visuals.
- Shipped durable refresh options: Snowflake serving layer during trial plus CSV fallback (Gold exports) to keep the report refreshable.

**Polimap — Dynamic Geographic Data Visualisation (NDA)**

**Aug 2024 — Nov 2024**

**Tech:** Python, SQL, PostgreSQL/PostGIS, FastAPI, React, Leaflet, Highcharts (Power BI prototype)

- Built a geo-analytics application to ingest, validate, model, and visualise Australian electoral/census datasets as maps, charts, and tables for decision support.
- Designed relational schemas and reproducible ETL pipelines (download -> clean -> standardise -> load), producing join-ready analytical tables.
- Implemented data quality controls (uniqueness, referential integrity, coverage) and delivered stakeholder-ready demos and handover notes under NDA constraints.

## ADDITIONAL EXPERIENCE

**Amazon — Warehouse Associate | Melbourne; VIC**

**Jun 2023 — Present**

- Consistently achieved daily KPIs (throughput; accuracy) with zero safety incidents; demonstrating reliability under tight SLAs.

- Built lightweight QA routines and shift reports, reducing cycle time ~20% and clarifying anomalies for leads. Monitored operational KPIs and escalated risks with concise, data-first narratives.
- Used scanners/WMS and standard work to minimise errors; supported process tidy-ups that reduced rework during peak periods.

## EDUCATION

### **Performance Education — Professional Year in IT | Melbourne; VIC | Jun 2025 — Present**

- Industry readiness: workplace communication; job search strategy; and Australian professional standards.

### **Swinburne University of Technology — Master of Data Science | Melbourne; VIC | Feb 2023 — Dec 2024**

- Key subjects: Machine Learning; Statistical Modelling; Data Management; Cloud/APIs.
- Achievements: High Distinction for geo-analytics capstone (NDA).

### **The Maharaja Sayajirao University of Baroda — B.Sc. in Statistics | Vadodara; India | 2018 — 2021**

- Core areas: Probability; Inference; Regression; Time Series; Survey Methods.

## REFERENCES

Referees available on request.