

# Hem Gandhi

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Work rights: Temporary Graduate visa (subclass 485), valid to Mar 2028

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## PROFESSIONAL SUMMARY

Graduate data scientist (ex-NielsenIQ, 1.3 yrs) who turns messy data into decisions across finance (forecasting, variance, churn/pricing) and civic/geo contexts. Strong hands-on Python, SQL, scikit-learn, PostgreSQL/PostGIS, FastAPI, Docker, Git, Excel/VBA; EDA, feature engineering, model evaluation, threshold tuning, geospatial analysis, documentation & version control. Clear, plain-English communicator with stakeholder judgement (incl. FP&A/Basel III literacy). Actively growing into AI Generalist/Engineer with foundations in LLMs, retrieval (RAG), vector databases and MLOps for reliable, production-minded delivery.

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## SKILLS

**Tools / Technologies:** Python, SQL, NumPy, pandas, scikit-learn, imbalanced-learn (SMOTE), Jupyter, matplotlib, Plotly, Seaborn, PostgreSQL, PostGIS, FastAPI, Leaflet, Docker, Git, Excel/VBA

**Methods / Capabilities:** Problem framing & requirements capture; EDA; feature engineering; data wrangling; data quality checks; statistical thinking; experimental design & A/B testing; model evaluation; threshold tuning & calibration; cross-validation; class-imbalance handling; forecasting & variance analysis; financial analysis (FP&A; Basel III literacy); churn & pricing insight; scenario analysis & risk indicators; geospatial analysis & spatial joins; data modelling & ETL pipelines; REST API design; RBAC/access control; performance optimisation; explainability (feature importance/SHAP); documentation & version control; stakeholder communication & business storytelling; AI foundations (LLMs; retrieval/RAG; vector search; MLOps)

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## 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.

**NielsenIQ — Research Associate | Vadodara; Gujarat; India**

**Sep 2021 — Dec 2022**

- Automated weekly client reporting for FMCG portfolios (Budweiser; L'Oréal; Dr. Oetker); lifting **on-time delivery to >98%** with **>95% accuracy**.
- Wrote SQL extracts and data checks that **reduced manual fixes ~30%** and cut the weekly cycle time.
- Produced EDA templates and variance diagnostics, cutting analysis turnaround ~25%.
- Built macro-enabled Excel templates that **standardised KPIs** across accounts and reduced rework for the team.
- Partnered with account leads to translate trends into actions (price/promo mix); **improving meeting prep and decision speed**.
- Produced clean documentation and handover notes; improving **maintainability** across rotations.

**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.
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## SELECTED PROJECTS

### BCG X — PowerCo Churn Analysis (Forage)

Sept 2025

- Designed a recall-first pipeline: stratified **75/25** split; **SMOTE** on training; tree-based models; selected **XGBoost** with **threshold tuning** to align with business cost of false negatives.
- Test results: **recall ≈0.48** at threshold **0.5**; **≈0.97** at threshold **0.3** (expected precision trade-off) to prioritise **top-risk deciles**.
- Produced clear evaluation metrics and a simple plan for outreach + uplift measurement.
- Tools & skills: Python; pandas; scikit-learn/**XGBoost**; imbalanced-learn (SMOTE); Jupyter; EDA; feature engineering; threshold tuning.

### Citi FP&A — Virtual Experience (Forage)

Sept 2025

- Built executive-style packs covering **KPI/variance analysis**; **Basel III** checks (RWA/CAR); and scenario-based **forecasting** under shock conditions.
- Reconciled 2020–2022 trends; clarified drivers; and framed base/upside/downside outlooks with clear assumptions and actions.
- Reviewed **EWT/MAT** limit signals; summarising breaches; impacts and remediation for leadership.
- Tools & skills: Excel; PowerPoint; financial analysis; scenario/sensitivity modelling; risk indicator monitoring; concise stakeholder communication.

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

Aug 2024 — Nov 2024

- **Built ETL pipelines (Python/SQL)** and spatial models in PostGIS; exposed read-optimised FastAPI endpoints for a Leaflet front end (heatmaps; clustering).
  - Enabled responsive exploration of hundreds of thousands of rows; **heatmaps ≈ 3 s for ~10k points**; **permission checks ≤ 50 ms**.
  - Implemented dataset-to-region RBAC, QA checks and concise runbooks; containerised services with Docker for repeatable delivery.
  - Result: awarded High Distinction. (*Work delivered under NDA.*)
  - Tools & skills: Python, SQL, PostgreSQL/PostGIS, FastAPI, Leaflet.js, Docker, Git; ETL & data modelling, spatial joins, REST API design, performance optimisation, RBAC/access control, QA, documentation.
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## 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 (Analytics) | 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.
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## REFERENCES

Referees available on request.