

Herman Justino

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Summary

Data-driven professional with a strong software engineering foundation and a passion for turning data into stories businesses can act on. I've built dashboards, automated data pipelines, and worked closely with clients to help them see what their data is really telling them.

Professional Experience

HJ Data Consulting

Founder and Lead Consultant

Toronto, ON

March 2024 - Present

- Developed and delivered interactive dashboards using Power BI and Tableau for clients in education and public policy, enabling leadership to act on key performance indicators.
- Built ETL workflows that extracted, cleaned, and loaded large datasets (structured and unstructured) into analytics environments, reducing manual report generation time by 50%.
- Collaborated with cross-functional stakeholders (education, healthcare, policy) to translate data insights into actions, bridging technical teams and business users.
- Developed NLP pipelines integrating Semantic Scholar, News APIs, and BeautifulSoup for sentiment and discourse analysis — driving engagement from 5,000+ unique visitors and enabling clients to surface actionable insight.

Canadian Bank Note Company

Senior Full Stack Software Engineer

Ottawa, ON

November 2021 – March 2024

- Designed internal BI tools and reporting modules that surfaced operational metrics and trend visualisations to senior management, improving decision making.
- Led a project to automate data aggregation from multiple systems into a unified analytics dashboard; this improved data accuracy and reduced report latency by 34%.
- Managed SQL queries and data warehouse extracts to support analytics and business intelligence teams, ensuring reliable, timely feeds for dashboards and BI reporting.
- Mentored junior developers on data representation best practices, dashboard usability, and communicating analytic results to non-technical stakeholders.

Skills

- **Technical Skills:** Advanced Excel, SQL, Microsoft Power BI, Tableau, Google Sheets/Drive, ETL processes, data transformation & cleansing, GCP, AWS, Azure, Data modelling, dashboard design, data visualisation best practices
- **Soft Skills:** Communication for non-technical audiences, project leadership, adaptability

Education

University of Colorado–Boulder

Master of Science: Data Science

April, 2026

Humber College

Postgraduate Cert. Information Technology – Big Data Analytics. GPA: 3.95

Toronto, ON

May, 2021