Justin Fox

Analytics Engineer

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SUMMARY

Innovative and Growth-Oriented Business Data Leader with over 10 years of experience in data processing, analysis, and reporting to support decision-making and organizational success. This includes 3+ years specializing in building ETL pipelines, developing and maintaining a SQL data warehouse, and leading a data team to leverage tools such as Power BI, SQL, and Python to deliver actionable insights and streamline reporting workflows. Known for technical expertise, leadership, and a passion for tackling complex challenges, I excel at learning new technologies and creating scalable, automated solutions. I am currently pursuing opportunities to grow my expertise in data science and engineering.

SKILLS

SOFTWARE/TOOLS	LANGUAGES	ANALYTICS	NON-TECHNICAL
Power BI, SSMS, VS Code, CRM (Zoho, Microsoft Dynamics), Zoho Analytics	Python (Pandas, NumPy, Scikit-Learn, Seaborn, Prefect), SQL, VBA, Deluge	KPIs, Data Modeling, Machine Learning, Exploratory Data Analysis, A/B Tests	Requirements Gathering, Storytelling, Data Governance, Mentorship

CERTIFICATIONS

MICROSOFT CERTIFIED: POWER BI DATA ANALYST ASSOCIATE | December 2022 | [Credly Badge]

EXPERIENCE

Data Strategy & Analytics Lead (Volunteer) | Jesus Said Go | Remote | August 2025 - Present
- Managed and optimized Zoho CRM by modifying Deluge code, correcting inaccurate data, and advising on workflow automation to prevent errors and improve data quality for accurate reporting.
- Designed and delivered simpler, more valuable reports and dashboards, transforming raw data into clear, actionable insights for donors, project managers, and coaching staff.

Principal Business Analyst | San Joaquin County Probation |Stockton, CA | March 2023 - Present
- Redefined the mission and structure of the Research & Evaluation (R&E) team to align with strategic data initiatives, successfully recruiting and mentoring three business analysts to enhance capacity in data engineering, analytics, and reporting.
- Spearheaded the development of an automated data orchestration system, using Python and SQL, creating a library of almost 30 scheduled scripts to ingest, transform, and load multi-source data into a centralized SQL Server data warehouse. This automation has eliminated multiple processes of manual data entry across divisions, enabling faster and more accurate reporting for leadership and stakeholders.
- Led the launch and adoption of Power BI across the department, establishing guidelines and overseeing the creation of almost 20 dynamic, multi-page dashboards, enhancing reporting efficiency and transparency.
- Led the design and development of three comprehensive annual evaluation reports, covering various business areas, which deliver in-depth statistical analysis, performance metrics, and trends to support evidence-based decision-making and program accountability.
- Researched, proposed, and facilitated the implementation of a new personnel management system, streamlining staff data maintenance and reporting while consolidating cross-functional workflows.

Business Analyst II | San Joaquin County Probation |Stockton, CA | December 2014 – March 2023
- Designed business metrics, developed complex SQL queries, and created Power BI reports to deliver insightful analyses and self-serve BI solutions that supported data-driven decision-making.
- Automated over 20 recurring reports and data extraction processes for internal and external stakeholders using Python, SQL, and VBA, improving efficiency and accuracy.

- Maintained data quality, integrity, and confidentiality across multiple core business systems, databases, and integrations.
- Developed a machine-learning model with 89% accuracy to predict client probation completion, delivering actionable insights to management through exploratory analysis.
- Served as the departmental expert on data sources during an Oracle-to-Dynamics 365 CRM system migration, advising on data mapping and validating accuracy post-migration.
- Improved Microsoft Dynamics 365 usability by streamlining workflows, reducing data entry time, and enhancing data quality for business operations.
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EDUCATION

California State University Stanislaus

B.S. Mathematics | Minor in Computer Science | December 2013