

# ZAKARIA HANSALI

HR DATA ANALYTICS INTERN

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*"Embrace the present and invent the future."*

Data Science Student (STID) bridging the gap between Human Capital and Technical Analytics (SQL/Python).

## HR & PERFORMANCE ANALYTICS

### TALENT PERFORMANCE MANAGER (E-SPORT) *People Analytics*

- Context:** Managed a high-performance team, acting as the primary point of contact for talent metrics.
- Action:** "Collaborated with other departments" to identify impactful ways to support decision-making regarding player retention and recruitment.
- Result:** Used data to objectively evaluate performance, removing bias from HR-like decisions.

### AUTOMATED REPORTING PIPELINE

*SQL / Python / Efficiency*

- Mission:** "Automate reporting processes to streamline data delivery."
- Action:** Built ETL pipelines using **SQL** and **Python** to aggregate data from multiple sources.
- Oracle HCM Relevance:** My strong SQL foundation ensures I can rapidly master Oracle HCM queries to extract workforce insights.

### KPI DASHBOARD DEVELOPMENT

*Data Visualization*

- Mission:** "Develop visually appealing dashboards and reports."
- Action:** Designed Power BI dashboards presenting complex metrics in a "clear and understandable manner" for non-technical stakeholders.
- Confidentiality:** Experienced in handling sensitive data with strict adherence to privacy standards.

## CORE SKILLS

### TECHNICAL

- SQL:** Advanced Queries  
**Excel:** VBA & Pivots  
**Power BI:** Reporting  
**Python:** Automation

### HR SYSTEMS

- Oracle HCM:** Ready to learn  
**Data Privacy:** GDPR Aware  
**KPI Definition:** Metrics

### LANGUAGES

- English:** Fluent (C1)  
**French:** Native  
**Spanish:** Native

## EDUCATION

**B.U.T. STID**  
Statistics & Business Intelligence  
2022 - Present / France

Focus on Database Management and Decision Support.