

# ZAKARIA HANSALI

## HR DATA ANALYTICS INTERN



SPANISH NATIONAL  
(EU)



AVAILABLE JAN  
26TH



ZAKA.HANSALI@GMAIL.COM



JILICUERDA.NETLIFY.APP

*"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.