JOEL SÁNCHEZ NÚÑEZ

— Data Analytics | HR Immigration & Mobility —

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Skills & Knowledge

- Microsoft Office | Excel | PowerBI | Tableau | SQL | Python | JavaScript | HTML | CSS | Git | Selenium | UIPath | Postman
- Process Flow & Management Tools : Jira | Notion | Trello | Slack | CodePen | ORACLE SAP-HR Module | Siebel | ServiceNow & CRM Tools
- Data Analytics | Quality Assurance Testing | Agile & Scrum Methodologies | Business Strategy | Relocations & Mobility Processes
- English & Spanish – Both, professional proficiency or above.

Experience

JPMorgan Chase & Co. | Legal Immigration Senior Specialist — Argentina | June 2020 - January 2023

- Provide solutions supported on data analytics, in order to help the organization and leaders to optimize human resource management.
- Run, analyze, clean and manage reports for workforce analytics and immigration data metrics.
- Report, review, update and control of foreign national employees' roster to keep an updated record of every immigration status.
- Creating and building scalable designs for HCM and Immigration reports.
- Build immigration processes and flowcharts oriented to improve connections and workflows between the IT, HR and Immigration teams.
- Design of roadmaps for end-to-end processes to visualize and provide detailed orientation to employees on relocation processes.

Globant | Immigration & Mobility Senior Data Analyst — Argentina | June 2017 - June 2020

- Provide a well detailed, simplified and accurate data analysis with information required by the business about employees working abroad.
- Analyze, organize and manipulate data from several teams in order to connect and build detailed spreadsheets and dashboards.
- Organize and manage foreign national employees database in Ad-hoc tools in order to provide metrics and budget estimates.
- Prepare historical reports to analyze volume, metrics and potential future growth in the foreign national employee population.
- Running and constantly improving SQL queries for workforce analytics, recruiting and immigration team.
- Identify the need of new internal policies required for expat employees, participated in the development and implementation of it.

Accenture | Business Operations Analyst — Argentina | June 2014 - June 2017

- Assessment and analysis of immigration reports, international relocations and mobility cases.
- Providing assistance and guidance for employees traveling abroad for business or relocation purposes.
- Creation of automation scripts for web-scraping in Python with Selenium and PANDAS.
- Policy development and talent pool management.
- Build and implement automation tools by using Python to optimize immigration processes, form fillings, petitions, etc.
- Implementation of new procedures and development of playbooks for several immigration processes in LATAM.

Education

Universidad Santa María (Caracas, Venezuela)

Bachelor Degree in Corporate Communications.
2002 - 2006

Licenses & Certifications

- **Codecademy**
  SQL & Python Courses

- **CoderHouse**
  Web Testing and QA Fundamental Processes

- **Codo a Codo Initiative by City of Buenos Aires**
  Full Stack - Python Course

- **EOI Spain & Google**
  Web Analytics Course

For more information, please visit my full profiles by clicking below:

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