

KEEGAN JOHNSON

HR Data Scientist | Business Intelligence Analyst

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Summary

Keegan Johnson is an enthusiastic HR Data Scientist and Business Intelligence Analyst with a proven passion for statistical analysis and enterprise optimization. With over 8 years of experience in data science roles, Keegan brings expertise in data science, predictive analytics, and machine learning. Proficient in languages such as R and Python, as well as data visualization tools, Keegan has a strong track record of developing data-driven solutions to enhance supply chain operations. With excellent problem-solving and communication skills, Keegan is well-equipped to contribute to a dynamic team focused on leveraging cutting-edge technology and driving centralized data strategies.

Experience

Catapult Learning

Remote (US, Western Europe)

HR & IT Data Scientist

03/2022 - 11/2023

- Analyzed turnover, recruiting, and DEI opportunities using PowerBI, R, and SQL; acted as liaison between HRBPs, senior management, school supervisors to communicate results in an Agile development setting
- Produced headcount forecasts using univariate time-series (ARIMA) with leading indicators; integrated with PBI dashboards
- Migrated critical HR KPI sets to cloud based self-service dashboards from spreadsheets
- Used AzureDS/tSQL for miscellaneous data warehousing and reporting needs

Leidos

Remote (Italy)

HR Data Scientist

03/2021 - 03/2022

- Worked with senior management to develop enterprise DEI goals; produced dashboard to track hiring progress
- Published learning metrics dashboard with skills catalog; incl. association rule model for voluntary course recommendations and decision tree models for mandatory corporate trainings (python & PBI integrated)
- Contributed to database architecture with multiple LM views and automation jobs
- Responsible for several sensitive reverse ETL reports: headcount, turnover, hiring funnels, HRBP and executive team direct requests

Nokia Corp

Budapest, Hungary

Senior Machine Learning Engineer

07/2019 - 04/2021

- Built voluntary attrition and impact report to identify high risk employees (attrition decreased 4-7% in some departments)
- Produced enterprise commuting tracker to monitor remote work value propositions; integrated with predictive models and CRM
- Strategic workforce planning projects included turnover, talent acquisition funnels, DEI benchmarking, compensation analysis and forecasting
- Analyzed employee satisfaction survey design results for sentiment, data mining insights, future A/B testing applications

Northrop Grumman

El Segundo, California

Data Scientist

05/2014 - 09/2017

- Built multivariate time-series algorithms (VARs, cointegration) to optimize help desk labor needs; ticket resolutions increased 12-15%
- Created, administered people analytics dashboard that included headcount, DEI, regrettable attrition, talent acquisition trackers
- Conducted employee lifecycle analysis using survival modelling (parametric and semi-parametric/proportional Cox hazard)
- Used big data SQL server logs to model, forecast equipment failures (survival & time series analysis); Hadoop integration

Education

University of North Texas

Denton, Tx

M.Sc. in Economic Research

2013 - 2015

- Econometrics focus: time-series, survival analysis, econometric methods, panel data analysis, feature engineering, advanced econometrics
- GPA: 3.8

University of North Texas

Denton, Tx

B.Sc. in Economics

2008 - 2012

- Micro focus: game theory, industrial org, urban, financial, health economics; statistics minor
- GPA: 3.4

Skill Stack

Modelling and Analysis: R • Power BI • SQL • DAX • Tableau • Azure • Spark • Excel • ML/AI • SAS • SPSS • Microsoft Excel • PowerPoint

HRIS Platforms (ATS & CRM): UKG • Workday • Oracle • Jobvite • PeopleSoft • SurveyMonkey • Google Suite • Quickbase