

KEEGAN JOHNSON

HR Data Scientist | Business Intelligence Analyst

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Experience

Catapult Learning

Remote-US/Hungary

HR & IT Data Scientist

03/2022 - Present

- Developed several 1st-gen PBI dashboards: time to fill, cost of hire, headcount, new hire turnover, general turnover, recruitment funnels
- Established data governance and modelling best practices around PID projects within HR and IT (MS SQL Server, ADS)
- Documented data sourcing changes from local, legacy sourcing (i.e., Quickbase) to production environments (data warehouse)
- Converted flurries of manually-updated XLSX sheets to respectable PBI reports, saving hundreds of future labor hours
- Scheduled SQL jobs for sensitive report functions (location specific, non RLS)
- Dashboard port: workforce overview & headcount, custom turnover KPI reports, DEI funnels, time to fill, recruitment and sourcing accountability tracker (w/ RLS configs)

Leidos

Remote-US/Italy

HR Data Scientist

03/2021 - 03/2022

- Developed 1st-gen enterprise DEI goals (2, 5, 10+ years); built DEI tracking dashboard to monitor hiring progress
- Developed, administered learning metrics dashboard; incl. recommendation engine (voluntary), corporate training tracking system (mandatory), helping to increase employee engagement using Qualtrics
- PID administered reports (all reverse ETL): headcount, turnover, hiring funnels, HRBP and exec team direct requests
- Dashboard port: learning metrics, DEI tracker, workforce overview expansion

Nokia Corp

Budapest, Hungary

Senior HR Machine Learning Engineer

07/2019 - 04/2021

- Built voluntary attrition and impact analysis reporting tool (PBI) to help managers identify high risk employees (voluntary attrition decreased ~4-7% in selected depts)
- Created, administered enterprise commuting distance tracker to monitor remote work value-adds
- Ad hoc HRBP and CoE projects: turnover, recruitment cost, vendor cost-benefit, DEI benchmarking, compensation analysis and forecasting
- Optimized data architecture for reporting pipeline for employee engagement and exit surveys; laid groundwork for later network analysis
- Dashboard port: commuting distances, attrition analysis, headcount and turnover edits

Northrop Grumman

Remote (US)

Data Scientist, Shared Services

05/2014 - 09/2017

- Optimized call center scheduling ~20% using time-series modelling to forecast tickets
- Created, administered people analytics dashboard that included headcount, DEI, regrettable attrition, talent acquisition trackers
- Created HR-specific SQL views for predictive modelling output
- Used server logs to model, forecast equipment failures (survival & TS analysis)
- Dashboard port: regrettable attrition, subcontractor rating model, call center tracker

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, 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
- GPA: 3.4

Skill Stack

Modelling and Analysis: R · Power BI · T-SQL · DAX · Tableau · Azure · Spark · Excel & Office · Google Analytics · Big Query

HR Platforms (ATS & CRM): UKG · Workday · Oracle · Jobvite · Taleo · PeopleSoft · SurveyMonkey · Qualtrics · Quickbase