Linnea B. Rice

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Detail-oriented, deadline-focused and career-dedicated ***data analyst*** with growth mindset. Experienced in Excel, VBA, SQL, Python, etc. Currently earning a certificate from University of Texas’s Data Analytics and Visualization Program. Experienced and passionate about problem solving and presenting actionable data to those making business-critical decisions. A team-oriented individual with mathematical and analytical strengths and the ability to collaborate across diverse groups.

Technical Skills

Tools: Excel (VBA, Vlookup, Pivot Tables) | Python (Pandas, Matplotlib, NumPy, PySpark) | Javascript (D3, Plotly) | Tableau | SQL | Sqlite | HTML | R | Scikit-learn| Access

Libraries/Applications: GitHub | Postgres SQL | Jupyter Notebook | AWS | FLASK | Colab | VSC

Projects

**Employee Succession Planning** |*Github link:* [*https://github.com/linnearice/pewlett\_hackard\_analysis*](https://github.com/linnearice/pewlett_hackard_analysis)

* Objective: a large organization analyzes planned retirement data to determine future employment hiring needs
* Tools: PgAdmin Postgress SQL

**Python Data Analysis and Visualization** | *Github link:* [*https://github.com/linnearice/PyBer\_Analysis*](https://github.com/linnearice/PyBer_Analysis)

- Objective: Pyber, a ride-Sharing app company, analyzes rideshare data with statistics and visualizations to make future business improvements

- Tools: Matplotlib and Python, Pandas, SciPy to perform summary statistics

**Stock Analysis** | *Github link:* [*https://github.com/linnearice/stock\_analysis*](https://github.com/linnearice/stock_analysis)

* Objective: Automated analysis of selected stocks to compare and predict investments

- Tools: Excel, Macros in VBA

Work Experience

**Real Estate Investment Analyst and Manager 2001 - 2020**

**MER Enterprises, LP** (a residential real estate investment company)

* Acted as investment procurement manager, property manager, data analyst and licensed Texas broker for residential real estate sales.
* Small start-up Company’s go to person for all things data-driven. Praised by management for strength in this area. Developed company strategy and data collection processes needed to make bids at auction and offers for purchase which enabled team to procure 100+ residential properties worth $10,000,000+.
* Pulled together weekly 1000’s of raw datapoints from multiple sources utilizing CSV and text files, Excel, VBA, SQL and Access to present, evaluate and identify “on-point” properties. Analyzed property title, outstanding taxes, loan data and property demographics, made visualizations and conducted market pricing studies. Actively bid/made offers on 80+ properties per month.
* Managed improvements, leasing, rent roll, maintenance for company’s 20+ property rental portfolio.

**Director Compensation, Vice President 1990 - 2001**

**Bank United Corp.** (a federal savings with $15B in assets and 3,000 employees – now part of Chase Manhattan Bank), Houston, TX

* Directed the design, implementation and administration of the bank’s compensation programs
* Reported to the board of directors and top executive management team and consistently recognized for communications strength in data reporting
* Oversaw the data analysis process of maintaining competitive salaries, commissions and incentives for 3,000 employees from top level management to tellers in the retail banking branches.
* Acknowledged for the successful development of a mortgage lending regional manager incentive program which triggered payment only once budget targets were made versus a straight-line commission plan thereby aligning actual profits with payouts.
* Developed company-wide retail banking teller hourly rate hiring guide which helped reduced teller attrition by 20%
* Data Analysis included the use of advanced Excel models of commissions and trends, data charts and pivot table visualizations, conducted salary market studies and used linear regression analysis models to determine guidelines for highly incentivized jobs.

**Compensation and Benefits Analyst 1986 - 1990**

**William M. Mercer, Inc.** (an actuarial company), Houston, TX

* Consulted with clients in developing salary structures, positions evaluations and career paths and executive compensation analysis. Calculated participant defined benefit program amounts for large client base.

Education

Certificate in Data Analytics and Visualization 02/2022 (To be completed)

University of Texas, Austin

Certificate in Relational Databases and SQL 09/2020

(SOE.YDB-SQL0001)

Stanford University – edX program

Licensed Texas Real Estate Broker active license 2005 to present

Active license 2005 to present

Bachelor of Science, Business Administration in Marketing

Louisiana State University

Baton Rouge, LA