Nikisha Banks

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Summary

Detail-oriented and results-driven professional transitioning into data engineering with 9+ years of experience in HR analytics, data reporting, and process automation. Skilled in building and optimizing ETL pipelines, developing centralized data repositories, and leveraging SQL and Python for data manipulation. Hands-on experience with cloud platforms (BigQuery), orchestration tools (Apache Airflow), and transformation frameworks (DBT). Recently completed a Data Engineering Bootcamp to formalize technical training. Passionate about creating scalable, efficient data systems that drive informed decision-making.

Technical Skills

- **Languages/Tools:** SQL, Python, PowerShell, JavaScript, jQuery
- **Data Engineering Tools:** Apache Airflow, DBT, Google BigQuery, SAP/SuccessFactors, Filemaker Pro
- **Visualization/BI:** Power BI, Excel (Power Query, Power Pivot), Tableau (basic)
- **Platforms:** Google Cloud Platform, Windows Subsystem for Linux
- **Other:** ETL Pipelines, Data Warehousing, Data Automation, Version Control (Git)

Education & Training

Data Engineering Bootcamp – Data Stack Academy, 2024
Workday Basics Series – Coursera, 2025
B.S. Information Systems Management – Wilmington University, 2018
DBT Fundamentals – DBT Learn, 2024

Relevant Experience

SuccessFactors Reporting & Analytics Consultant
Munich Re / Robert Half | 2024 – 2025
- Built centralized report repository and aligned reporting with enterprise data strategies - Developed documentation and training materials to support reporting optimization - Translated business requirements into technical specifications for SuccessFactors

Manager, HR Workforce Analytics
Amtrak | 2021 – 2024

- Automated ETL workflows between SAP/SuccessFactors and an external FileMaker Pro database; reduced data prep time by 40% - Created a department-level HR data warehouse to centralize reporting - Led transition of legacy reports into scalable, maintainable formats in SuccessFactors - Designed Power BI dashboards for executive leadership and departmental users

HRIS Director
NEMR Total HR | 2019 – 2020
- Led system upgrades and enforced compliance across all HRIS-related systems - Partnered with leadership to automate manual processes across departments

HRIS Analyst & HR Data Analyst
Amtrak | 2015 – 2019
- Configured recruiting modules and supported implementation projects - Developed Filemaker Pro apps and Excel-based tools to enhance reporting - Built custom reports and analytics using SQL and Excel

Projects & Personal Development

- **HR Data Warehouse Project:** Designed schema, built ETL pipelines, and implemented dashboards for cross-departmental access
- **Python Automation Scripts:** Automated data validation and transformation tasks
- **BigQuery + DBT Sandbox:** Practiced data modeling and transformation using public datasets

Certifications (In Progress/Planned)

- Google Cloud Professional Data Engineer (Planned)
- Microsoft Certified Fabric Data Engineer Associate (Planned)