

USMAN DEREK YAHAYA

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Portfolio: <https://github.com/Derekyayo?tab=repositories>

EDUCATION

UNIVERSITY OF HERTFORDSHIRE, HATFIELD, UK	2021 - 2022
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Master of Art (M. A), Human Resource Management: **Pass Mark**

Relevant Courses: Business Research in People Practice, Strategic Learning and Development, Employment Law, Personal Effectiveness and Leadership, Strategic People Management and Development.

KADUNA STATE UNIVERSITY, KADUNA, NIGERIA.	2013 - 2018
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Bachelor of Science (B.Sc), Economics, **[3.08 CGPA]**

Relevant Courses: Project Evaluation, Development Economics, Econometrics, Financial Economics, Monetary Economics, Advanced Microeconomics and Macroeconomics.

TEENLAND COLLEGE, LAGOS, NIGERIA.	2006 - 2012
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West African Secondary School Certificate (W.A.S.S.C.E.), 9 Subjects: 2 A's and 2 B's and 4 Credits.

CERTIFICATES

Google Data Analytics [link]	January 2023
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Business Metrics for Data-Driven Companies [link]	March 2021
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Coursera Course Certificate:Supply Chain Analytics Essentials [link]	March 2021
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Coursera Course Certificate: Managing Employee Compensation [link]	Feb. 2021
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Coursera Course Certificate: Recruiting, Hiring, and Onboarding Employees [link]	Feb. 2021
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ACHIEVEMENTS/PROJECTS

CLF-C02 - AWS Certified Cloud Practitioner	October 2023
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- Provisioned and administered a fleet of AWS EC2 instances, efficiently configuring resources like scaling, patching, and availability to meet project needs.
- Developed real-world cloud solutions, building skills in AWS services (S3, EC2, VPC, DynamoDB, RDS, IAM, EFS, Autoscaling, ELB) through hands-on AWS Cloud Quest training, solving problems for virtual customers.

British Airways Data Science Job Simulation	September 2023
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- Analyzed 50,000+ customer reviews to uncover insights into customer satisfaction drivers, increasing response rate by 15% through recommending service improvements.
- Built predictive model using Python and scikit-learn to understand customer buying behavior, improving sales conversions by 10%.
- Communicated analysis and model results through interactive Jupyter notebook and compelling PowerPoint presentation.
- Gained hands-on experience replicating core responsibilities of a British Airways data scientist, validating strong interest in applying analytics skills to advance business goals.

Azure Cloud HR Analytics Platform End-To-End Data Engineering	August 2023
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- Spearheaded the development of an end-to-end HR analytics solution leveraging Azure cloud services including Data Factory, Data Lake, Databricks, and Synapse Analytics.
- Extracted comprehensive HR data encompassing employee information, actions, and

performance from 2015-2024 using Azure Data Factory pipelines.

- Stored the aggregated data in Azure Data Lake and used Azure Databricks to run Spark transformations, returning cleaned data back to the lake.
- Developed SQL-based analysis using Azure Synapse Analytics to unearth insights into HR trends and biases related to gender and race over time.
- Created an enterprise-grade platform to equip HR with data-driven analytics into employee lifecycles, significantly improving decision making.
- Gained hands-on experience spanning the full data engineering lifecycle - from extraction to storage to transformation and analysis.
- Demonstrated proficiency in architecting scalable data solutions on Azure's industry-leading cloud platform.

Brainnest Data Analysis Internship Training

October 2022

Capstone Project: Customer Segmentation for Perfume Fragrance Preference

- Spearheaded a customer segmentation project to analyze the appeal of a specific perfume fragrance among different demographic groups.
- Leveraged survey data and conducted thorough analysis using SPSS to determine the fragrance's effectiveness in attracting attention.
- Applied ANOVA to ascertain the differential success rates of the fragrance among women compared to short-statured men.
- Unearthed key insights suggesting that women found the particular fragrance more captivating, aiding the brand in targeted marketing strategies.
- Proficiently utilized SPSS for data management, in-depth analyses, and visual representation of segmented customer preferences.
- Built on foundational knowledge in industry-standard statistical methods, gaining hands-on experience with normal distribution, Z-score calculations, and reliability analysis.

Tata Data Visualisation: Empowering Business with Effective Insights

February 2023

- Participated in the Tata Virtual Experience Programme with Tata Insights and Quants (Tata iQ), gaining hands-on experience in leveraging data visualisation tools like Tableau to unearth impactful business insights from vast data sets.
- Engaged in real-world challenges faced by Tata iQ experts, understanding the pivotal role of data visualisation in driving informed decision-making for a global conglomerate operating across 100+ countries.

GE Aerospace Explore Human Resources

May 2023

- Engaged in GE Aerospace's Virtual Experience Program in Human Resources by completing 3 intensive challenges that mirror the HR Leadership Program (HRLP). Acquired hands-on experience in people analytics, organizational design, and talent management - core areas driving strategic HR leadership in GE Aerospace.
- Developed critical HR skills including providing constructive feedback for motivation, employing a Lean mindset for process improvement, and leveraging data visualization tools to analyze and present influential employee compensation & benefits data, positioning myself for impactful HR leadership roles within the company.

KPMG Data Analytics Virtual Internship

July 2023

- Completed the KPMG Data Analytics Consulting Virtual Internship, gaining hands-on experience in the tasks and challenges faced by KPMG's top-tier analytics consultants. Engaged in comprehensive data quality assessments, analytical dashboard creation, customer segmentation based on demographics, and data-driven presentations.
- Developed proficiency in data analytics by targeting high-value customers, creating compelling data visualizations, and presenting actionable insights.

Chartered Institute of Personnel Management Virtual Learning Hub Project

July 2021

- Co-developed the CIPM virtual learning hub, transitioning traditional HR training to a lean, modular, and scalable online platform, enhancing flexibility and accessibility for participants, guided by SMEs in a post-pandemic landscape.

The 52nd Annual Chartered Institute of Personnel Management National Conference Summit - Sept - Oct 2019

- Collaborated with project experts to develop lean communication method with stakeholders that reduced job process time by 50%. leading to recognition and utilization of the method during the 52nd annual training conference
- Engaged and managed facilities and faculties, mostly high-level private and public sector actors, to facilitate their effective understanding of the session theme, objectives and the CIPM book of play at the conference.
- Rapporteur at these summits, producing reports for various sessions

WORK EXPERIENCE

Hertfordshire Partnership University NHS Foundation Trust (HPFT)

Sep 2022 - May 2023

Hertfordshire Partnership University NHS Foundation Trust (HPFT) is a successful provider of mental health and learning disability services. providing health and social care for over 400,000 people with mental ill health, physical ill health and learning disabilities across Hertfordshire, Buckinghamshire, Norfolk and North Essex.

Note Taker Volunteer

- Facilitated council members engagements to extract insights that support project agendas.
- Supported the council by typing council notes that drives the agenda of the HPFT.

Brainnest Consulting

Aug - Oct 2022

Brainnest is a leading business management and training company headquartered in Bremen, Germany. Established by a network of professionals, Ph.D. holders, and industry experts, to offer tailored management advisory and contracting services to address business challenges across various industries. Since 2020, Brainnest has been at the forefront, delivering a blend of expertise, analytical rigor, and industry experience, servicing a global clientele. With a well-equipped team, state-of-the-art tools, and contemporary methodologies, we are committed to propelling businesses to the pinnacle of their respective fields, ensuring they stand out as leaders in their sectors.

Brainnest Data Analysis Industry Training Program

- Conducted rigorous reliability analyses, ensuring the robustness and dependability of individual project components.
- Leveraged linear regression techniques to accurately forecast dependent variable outcomes, optimizing business strategies.
- Seamlessly integrated industry-leading data analysis principles and best practices, reinforcing Brainnest's commitment to delivering top-tier consulting and training service.

Chartered Institute of Personnel Management of Nigeria (CIPM)

Sep 2019 - Aug 2021

The Chartered Institute of Personnel Management of Nigeria (CIPM) is Nigeria's premier professional body for HR practitioners, established in 1968 and chartered in 1992. It is dedicated to advancing the science and practice of personnel management, fostering research, and ensuring the highest standards of professional competence in human resource management. With a vision to be the leading institute for people management, CIPM is committed to promoting excellence, standardizing HR practices, and optimizing human potential across both public and private sectors in Nigeria.

Learning Advisor

- Utilised data-driven strategies to devise and implement learning interventions, supporting CIPM's business objectives and increasing team collaboration
- Streamlined HR processes using lean communication methods, reducing job process time by 50%.
- Collaborated with cross-functional teams to align learning programs with HR best practices.

SKILLS AND INTERESTS

Skills

- ✓ **AWS Cloud Practitioner:** Demonstrated cloud fluency and foundational AWS knowledge in services such as EC2, S3, RDS, Lambda, CloudFormation, Infrastructure as a Service (IaaS), Platform as a Service (PaaS), and Software as a Service (SaaS), documenting AWS security services and protocols.
- ✓ **Analytical Proficiency:** Demonstrated ability to perform reliability analysis, linear regression modeling, and hypothesis testing to drive business decisions.
- ✓ **Data Visualization and Business Intelligence:** Proficient in utilizing tools like HubSpot, SPSS, SQL, Python, R, and other visualization platforms to transform complex data into actionable insights.
- ✓ **Strategic Customer Segmentation:** Applied data-driven techniques for customer engagement strategies, achieving increased sales and customer satisfaction.
- ✓ **Project and Stakeholder Management:** Led and executed learning interventions, managed virtual training sessions, and ensured alignment of learning programs with HR best practices.
- ✓ **Operational Excellence:** Implemented lean communication methods to optimize process times and enhance operational efficiency.
- ✓ **HR Analytics and Consulting:** Applied analytical skills in human resources management, including payroll, compensation, and rewards.
- ✓ **Software Proficiency:** Skilled in data analytical software like SPSS, MS Excel, Qualtrics, R Studio, and other tools data visualisation tools such as Tableau, Power BI
- ✓ **Effective Communication:** Recognized for exceptional performance in using data-driven approaches, ensuring clear and impactful communication with stakeholders.
- ✓ **Continuous Improvement & Lean Methodologies:** Leveraged lean tools and methodologies to streamline processes and enhance operational efficiency.
- ✓ **Excellent Communication Skills**

Languages

English (*fluent*), German (*Beginner*), Hausa (*fluent*)

Hobbies

Reading, Watching Japanese Anime & Documentaries, and Playing Video Games.