Michael M. Fawehinmi

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PROFESSIONAL SUMMARY

Data analytics data engineer driving impactful business decisions and automated process improvements. Advanced knowledge of BI tools, programmatic analysis, and data system integrations. Excellent communications skills and proven leadership abilities.

- 6+ years of professional experience in big data analytics, demonstrating a strong interest in Data Science and Machine Learning.
- Accomplished in the field of analytics visualization, delivering simple user interfaces that provide key stakeholders with timely actionable insights.
- Proficient in developing end-to-end analytic pipelines at scale and creating automation tools using Python, SQL, and C#.
- Proven track record as an innovative problem solver, leveraging cutting-edge technology to solve complex business challenges in a fast-paced development environment.

PROFESSIONAL EXPERIENCE:

Novanta Corporation, Bedford MA (remote)   December 2021 – Present
Senior HR Analytics Data Engineer
- Developed and documented Workday data integration between from HRIS to Snowflake using REST APIs (Workday: Web Services; Workday Public API)
- Designed dynamic toolset comprised of business-focused, statistical, and algorithmic models for data-driven decision-making using Python
- Created comprehensive reporting library for C-suite and CHRO with interactive and user-friendly interface using PowerBI
- Implemented workforce planning and financial models to effectively capture the monetary impact of human capital movement
- Created a platform for dynamic business-level sensitivity analysis to monitor capacity planning and human capital demand
- Led and mentored team of 3 direct reports on different tools and technologies including SQL, Python, R, and Power BI

Global Atlantic Financial Group, Brighton, MA (remote)   January 2020 – December 2021
Shared Services Data Engineer & Senior Data Analyst
- Evaluated various software systems to replace or enhance HR processes; reviewed designs and vendors that effectively integrate with existing systems and infrastructure.
- Developed predictive models using GLM, GLMM, SARIMAX to forecast company and department attrition and overall growth using Python and Tableau
- Defined and built REST-API endpoints for the integration of internal data with various web-based applications(Geenhouse, Workday SuccessFactors)
- Responsible for automation and monitoring of predictive model lifecycle including version control, model performance, and model drift analysis
- Developed stakeholder relationships to effectively plan for workforce needs and identify strategies and solutions that drive automation and centralization of HR processes
- Fully automated ingestion, processing, and reporting of macroeconomic data from the Bureau of Labor Statistics and John Hopkins(COVID-19)
- Acted as a liaison between the HR, IT teams and vendors. Lead and facilitated biweekly cross-functional team meetings between HR Support and IT

Project Management Office Data & Reporting Analyst   April 2019 –January 2020
- Designed end-to-end process to aid integration of ETL pipeline for Enterprise Data Hub(EDH) development using Hadoop and Apache Spark
- Implemented dynamic, automated project reporting solution with AP Oracle Hyperion expense integration using Workfront PMS, Python and Tableau
- Performed variance analysis between AP Oracle Hyperion Planning and project invoices using Python and SQL to reduce human transcription errors
- Developed relationships with cross-functional organizations to integrate project financials into reporting procedures
- Generated project health reports and financial KPIs for periodic reporting to project managers, portfolio directors, and senior management utilizing SQL and Tableau
- Maintained and reported out on system of record for work management, expense management, issue tracking, and project-based initiatives

(Co-op): Salesforce, Boston, MA (remote)   January 2023 – July 2023
Lead Python Developer
- Developed comprehensive data validation tool using Python and led quality assurance efforts for Workday data conversion project
- Built full-scale native-application for data conversion efforts to reduce human error and error handling mechanisms to provide actionable feedback on validation failures.
- Developed requirements for integration of workforce data and implemented performance metrics to ensure reliability of data transfers
- Implemented Workday REST-API, Web Services data pipelines for large-scale data integration, processing, and transformation
- Collaborated with stakeholders to ensure alignment with business objectives, rule-based logic and specific data requirements

EDUCATION

Worcester Polytechnic Institute, Worcester, MA
Master's in Data Science | Pioneering Program (currently enrolled), Graduation in Fall 2023
Relevant Coursework: Data Analytics and Mining, Statistical Methods for Data Science, Deep Learning and Machine Learning, Database Management Systems, Bayesian Statistics, Applied Multivariate Statistics

Bentley University, Waltham, MA
Bachelor of Science in Finance with Concentration in Capital Markets, Completed in Spring 2018
Relevant Coursework: Quantitative Portfolio Management, Advanced Probability and Statistics, Advanced Financial Modeling, Advanced Concepts in Programmatic Modeling

CERTIFICATES & SKILLS:

Database Architectural Development; Data Analytics Certificate(x3); APIs; Web Scraping; Machine Learning; Bayesian Statistics; Gaussian Process; Agile/ Waterfall; Python (Pandas, Scikit-learn, Numpy, Scipy, Statsmodel, Tensorflow, Matplotlib, etc.); Tableau; Power BI, Hadoop; Spark, Microsoft Dynamics; R; C#; APIs; Data Mining; FTP/ SFTP; Kiteworks SQL; Control-M; Beacon; Amazon Azure; AWS S3 Bucket; Microsoft Office; SuccessFactors; Greenhouse Harvest API; ADP; Workday; Workfront; MS Azure; Alteryx | Member of Big Brothers Big Sisters; Mirrors to Windows Inc. Board Member