

# 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.*

- 8+ years of professional experience in big data analytics, demonstrating a strong interest in Data Science and Computer Vision.
- 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 AWS, Python and SQL.
- 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)

January 2021 – Present

**Senior Data Engineer** (full-time)

- Designed and documented large-scale data integration pipelines from Workday (Web Services & Public API) to Snowflake, enabling automated workforce data processing and transformation
- Built a client-facing security configuration tool with a React UI and Django backend to manage business-specific row-level security (RLS) rules, enabling dynamic data access control based on organizational attributes and role-based logic.
- 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 Power BI
- 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

**Salesforce, Boston, MA (remote)**

April 2020 – December 2020

**Lead Python Developer (Contract)**

- Built full-scale native-application for data conversion efforts to reduce human error and provide actionable feedback on validation failures
- Developed requirements for integration of workforce data and implemented performance metrics to ensure reliability of data transfers using Power BI
- Configured Google Maps API to support employee back-to-office policy, leveraging Python and Google traffic models to measure commute distances and times
- Integrated SuccessFactors, Fieldglass, Eightfold, and Visier into One Model using protocols such as SFTP and API
- Collaborated with internal stakeholders, system owners, and engineers to align business rules, data requirements, and integration priorities
- Led Power BI reporting pipeline development for initiatives including back-to-office planning, global giving campaigns, and compensation dashboards

**Global Atlantic Financial Group**, Brighton, MA (remote)

April 2017 – May 2020

**Shared Services Data Engineer | Senior Data Analyst** (full-time)

- 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 Power BI
- Defined and built REST-API endpoints for the integration of internal data with various web-based applications (Greenhouse, 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

## EDUCATION

**Worcester Polytechnic Institute**, Worcester, MA

Master's in Data Science | Pioneering Program, Completed 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:

Amazon Web Services (S3, EC2, RDS, VPC, IAM, Route 53, Certificate Manager, CloudFront, ElastiCache, Secrets Manager, Load Balancers, Elastic Beanstalk); Microsoft Azure; Amazon Web Services Database Architecture; Data Analytics Certificate (x3); APIs; Web Scraping; Machine Learning; Bayesian Statistics; Gaussian Process; Agile/Waterfall; Python (Pandas, Scikit-learn, Numpy, Scipy, Statsmodels, TensorFlow, Matplotlib, Django, Flask, Requests, FastAPI); SQL; Tableau; Power BI; Hadoop; Spark; Microsoft Dynamics; R; C#; Data Mining; FTP/SFTP; Kiteworks; Control-M; Beacon; Microsoft Office; Workfront; Alteryx