

# Javier Sánchez Montes de Oca

## People Analytics | Total Rewards | Data Scientist @ Walmart

Delivering the key and foremost Insights of the biggest workforce in Latin America.

### Top Skills

#### Data & KPI

Experience in manipulating and analyzing large data sets to distill insights from data, conveying findings to executive audiences. Create effective, scalable, and understandable reporting solutions (e.g. dashboards).

#### Finance

Knowledge of Human Resources Financial matters such as Business Plan, Wages, Costs and Overtime.

Experienced in treating directly with all finance related areas, giving feedback of HR expenses and wages.

#### Human Resources

Profound knowledge of Human Resources processes.

I serve as a coach and confidant to senior leaders and other important areas of the company by assisting and advising them to ensure their business models align with the corporate strategy.

#### Labor Law

As I've worked as HR Labor Auditor I have got knowledge of the Mexican Labor Law and Mexican Social Security Law.

I'm used to treat with lawyers regarding Human Resources law application, gaining experience in dealing with general legal situations.

### Profile

#### Key Competencies

- o Strong Business Acumen.
- o Action Oriented.
- o Effective Communicator.
- o Strategic mindset.
- o Develop Talent.
- o International Experience.

#### International Experience

Relevant experience working outside of my country (Mexico) for extensive periods of time. Also used to travel all around my own country for working purposes.

#### Core Values

I stand for an exceptional and outstanding service level and I expect nothing less from myself or from my team to every person or client who is attained to work with us.

#### About Me

Married and father of a beautiful little girl, I consider myself a joyful and friendly person with a positive view of life. I love to read a lot, mostly business and self-development. I actively work out every day.

### Professional Experience



#### Total Rewards Business Partner

Jun 2020 - Actual

In my current position, I serve as the contact for every Analytics related to Total Rewards. Any analysis or report regarding Pay Gap, Salary and Wage Raises among many others are part of my day-to-day activities.

#### People Analytics Business Partner

May 2016 – Jun 2020

As member of Data Analytics Team, I play a role in helping Walmart HRO team address the People Operations related data and analytical needs across the country.

Our team serves as the single interface to HR Partners to provide analytical answers to their questions about people insights. At the core we ensure that our HRO organization is well-informed and able to make data-driven decisions.

On a daily basis, our delivered insights are composed by information from 6 different Companies, 2,500+ stores, 100+ store departments, 500+ job codes and 170,000+ associates. Our findings and recommendations are taken into consideration ranging from Vice-presidents to HRBP.



#### People Analytics

Oct 2013 – May 2016

Promoted from my previous position, I was responsible of reporting all HR Data Analytics such as turnover rate, headcount, salaries, among others.

From this position, I gain exposure to all HR departments, achieving the necessary knowledge regarding all HR process in order to track all Key Performance Indicators.

#### HR Labor Auditor

Nov 2011 – Oct 2013

In this position my core duty was to audit HRO related matters of all Suppliers who outsourced us workforce.

#### Internal Control & SOX Auditor

Mar 2010 – Nov 2011

Evaluate control deficiencies and track remediation to completion.

Grupo México is the largest mining corporation in Mexico and the third largest copper producer in the world through ASARCO.