# ▶SAYAN DAS

Mobile: +44 7438 244532
E-mail: say.sayandas@gmail.com
Address: Isle of Dogs, London, United Kingdom

LinkedIn: https://www.linkedin.com/in/sayan-das-data-analyst/
GitHub: https://sayan-dataanalyst.github.io/portfolio/index.html

**▶Eligible to Work in UK (sponsorship not required)**

## Career Objective

Analytically-minded HR professional (12+ years of experience) with a strong desire to **transition into a Data Analyst role**. Leveraging strong analytical, problem-solving, and interpersonal skills developed in HR, aspiring to contribute towards data-driven decision-making in a dynamic environment. Have hands on experience on **enriching and analyzing financial, sales, purchase and manpower data using Microsoft Excel and Power BI**. Designed and developed **BI Dashboards and Reports for multiple departments e.g. HR, Sales & Marketing, Finance, Purchase using Power BI**. Built measures with **DAX**, transformed data using **Power Query**. As a continuous learner, became proficient in **SQL** and currently acquiring knowledge on **Python** programming.

## Work Experience

- **Famalco Group (Malta)** – (Mar. 2023 – Nov. 2024) as HR Operations & Data Analyst
- **Goldstone Cements Limited (India)** – (Jan. 2018 – Sept. 2022) as Senior Manager – HR

## Technology Capabilities

- Business Intelligence: **Power BI, Microsoft Excel, Power Query, Power Pivot, DAX**
- Programming: **SQL**
- Relational Databases: **MS SQL Server**
- **Advanced Power Point, MS Word, MS Visio**

## Educational Qualification

| Degree and Year | University |
|---|---|
| MBA HR | ICFAI University, India |
| Bachelor in Commerce (Accountancy Honors) | Vidyasagar University , India |

## Range of Experience – Projects

**HR Analytics Dashboard**

- Collected, cleansed and enriched HR data,
- Built reports and dashboards to derive insights in following areas, employee performance, recruitment cost, recruitment analysis gap (RAG), training ROI, attrition, workforce demographic & diversity, salary comparison (cross-functional).
- Prepared visualizations for Annual Appraisal impact (in terms of CTC) to C-level staff for taking optimal decision.
- Created and maintained relevant data structures and visualized in Power BI such as Absence, Compensation and Benefit plans.
- **Tools and Technologies used:** Advanced Excel, Power Pivot, Power BI, Power Query, DAX

**Manpower Data Analysis**

- Collected employee demographics and remuneration data and business unit wise financials in excel files.
- Cleansed and Enriched the data using excel formula
- Built manpower cost to benefit analysis model in Power BI
- Created dashboards for senior management and operational reports mid-level managers in Power BI
- Successfully created Annual Operating Plan on manpower projection for on-roll and contractual manpower for cost optimization.
- **Tools and Technologies used:** Advanced Excel, Power Pivot, Power BI

**Sales and Marketing Dashboard**

- Collected Sales and Marketing data. Cleansed and enriched as necessary.
- Aggregated with data from other business functions whereas relevant.
- Built Sales and Marketing dashboard to derive insights for business development.
- **Tools and Technologies used:** Advanced Excel, Power Pivot, Power BI, Power Query

**Purchase Dashboard**

- Collected inventory data. Cleansed and enriched as necessary.
- Aggregated with data from other business functions whereas relevant.
- Built inventory dashboard to track inventory status.
- **Tools and Technologies used:** Advanced Excel, Power Pivot, Power BI

## Declaration

I hereby declare that the above mentioned information is correct to the best of my knowledge.                    SAYAN DAS