SEMONE NOEL
DATA ANALYST

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OBJECTIVE

Data analyst with 5+ years of expertise in HR management. Experienced in collecting and analyzing data to support startups and multinational organizations in making well-informed business decisions.

EXPERIENCE

2019 – Till date
BUSINESS ANALYST (FREELANCE)
Improve business processes by analyzing, developing solutions, managing projects, staying up-to-date on advancements to automate systems, and effectively communicating with cross-functional team members and management.

- Gathering critical information from meetings with various stakeholders.
- Allocating resources and maintaining cost efficiency.
- Ensuring solutions meet business needs and requirements.
- Performing user acceptance testing,
- updating and maintaining procedures.
- serving as a liaison between stakeholders and users.

12/22 – Till date
VOLUNTEER | DATA ANALYST | LUV.FUBOL/ACDC
- Collection and analysis of data coming from different systems (i.e., data warehouse, databases, and web apps).
- Drafting reports, presentations, and business analyses related also, but not only, to web analytics services through BI tools.
- Consult with Stakeholders to define problems, gather data, draw conclusions, and make recommendations.
- Design and tracking of project plans to ensure completion of key milestones.
- Communicating results to stakeholders.

02/22 – 08/2022
RECRUITING & H.R. MGR. | CHORUS.ONE (Crypto Start-up)
Promoted Chorus One values, culture, and remote-only passion. Re-design and track key metrics to evaluate the effectiveness of our employment practices—Droved change management by leveraging data from our ATS.

PROJECTS
- [GITHUB](#)

TOOLS
- EXCEL
- POSTGRE SQL
- JUPYTER NOTEBOOK
- PYTHON
- TABLEAU
- GITHUB

KEY SKILLS
- BUSINESS UNDERSTANDING
- DESIGNING DATA RESEARCH
- PROJECT DATA PROFILING & INTEGRITY CHECKS
- DATA QUALITY MEASURES (CLEANING)
- DATA INTEGRATION & TRANSFORMATION STATISTICAL ANALYSIS
- STATISTICAL HYPOTHESIS TESTING
- DATA VISUALIZATION & STORYTELLING

VOLUNTEER DATA ANALYTICS PROJECTS
- ACDC - BOARD MEMBER PROSPECTING (2023)

Data Analytics:

- Research on trending skills and capabilities, key talent and retention strategies, drivers of engagement
- Forecast employee lifecycle with a particular focus on talent acquisition, retention, and attrition drivers.
- Providing ad hoc data analysis for recruitment activities.
- Data collection project management through data analysis, quality assurance, and data monitoring using BI, Excel, SQL, and Python.

8/21 – 02/22
SR. RECRUITER | PADSPLIT (R.E. IT Start-up)
Collaborate with managers to understand requirements and establish effective recruiting strategies. Apply effective recruiting practices to passive and active candidates during the screening, interview, and evaluation of talent.

Data Analytics:

- Survey design for qualitative and quantitative insights.
- Forecast employee lifecycle with a particular focus on talent acquisition, retention, and attrition drivers.
- Created a recruitment tracking dashboard to measure the candidate's experience during recruitment.
- Creating ad hoc projects, defining and delivering ongoing dashboards, reports, and metrics to provide actionable insights and inform talent acquisition strategy.

2008-2013
H.R. GENERALIST | NETFLIX (Entertainment IT)
Working with internal business shareholders to ensure that HR efforts were in alignment with the overall company strategies. Prepared reports that effectively communicate trends, patterns, and predictions based on relevant findings in the relevant job markets.

Data Analytics:

- Provide analytic support to a wide variety of Stakeholders covering their people-centric issues.
- Partner with Finance, and IT organizations to drive process and technology improvements relating to our people data infrastructure.

COMMUNICATION

- Seeking out continuous feedback
- Stakeholder communication
- Highly collaborative
- Listen first, think, and then listen again
- Team player

- LOVE.FÙTBOL – BOARD MEMBER PROSPECTING (2023)

EDUCATION

- 2023 DATA ANALYTICS, CAREERFOUNDRY, EMEA
- 2008 MBA INTERNATIONAL BUSINESS, WOODBURY UNIVERSITY, BURBANK CALIFORNA
- 1994 BACHELOR OF SOCIAL SCIENCE, CITY COLLEGE - CCNY, NEW YORK, NEW YORK