Steven M. Guridi

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Summary

Senior Data Analyst with 10 years' experience delivering Automation Solutions, Data Integrations and Power BI Application Development for executive leaders. Most recently performing statistical analysis into Human Capital Trends impacting the Active Workforce to allow intelligent budgeting, resource planning and talent procurement tactics. Applying experience in cross functional roles such as Customer Experience, Finance and Power Delivery to consolidate various data points across all sectors of the economy for data driven visuals. Primary career function is to bridge the gap between technical and non-technical end-users, creating one truth of data among the organization. Actively, seeking a full-time position leveraging my skills in Automation (Python), SQL Development and Statistical Analysis for Data Driven Visualizations.

Professional & Technical Skills

- 10 years Microsoft SQL/ SSRS/SSIS/SSAS (Tabular).
- 7 years Power BI Development.
- 7 years DAX scripting.
- 10 years Python scripting.
- 3 years Clickstream, Verint/VoC and Sentiment Analysis.
- 3 Years Azure Data Factory.
- 4 Years MS Power Applications.

- Labor Statistics reporting.
- 5 years developing Six Sigma Process Maps.
- 2 years SAP/4Hana.
- 6 years of ETL w/Pandas data-framing.
- Classification/Regression Machine Learning in Python/R.
- Kusto SQL Azure Omni data.

- 10 years Agile/Scrum.
- 10 years Java/Scala.
- Task Factory/SSIS.
- 6 years Azure SQL/BLOB instances.
- 10 years AWS (EC2, serverless, Athena, S3, Redshift modules).
- 10 Years Linux scripting.

Work Experience

MGM Resorts International

Sr. HR Data Analyst	Remote (Jupiter, FL) HQ: Las Vegas Nevada	September 2022 – May 2025

- Developed Power BI suite of Visualizations to perform advanced Workforce Analytics/Statistics from existing Workday reports using DAX measures/Calculations (Reducing use of Workday consolidating into PBI). PBI App has been in Production for 2 ½ years with overwhelming success and high utilization.
- Currently Managing Power BI Application with ~500 HR and Cross Functional professionals (end-users) that have varying degrees of RLS levels access.
- Python (PyPDF2 library) Automation/Scraping of Claims and Adjustments SFTP inbound files for MGM's Benefits vendors OptumRx, Cigna, etc.
- Developing highly robust Power BI Dashboards with field parameters, bookmarks, and multivariable DAX measures.
- Assisting my superior in creating scalable data/semantical models to support high utilization Power BI reports that require performance optimization and dynamic RLS.
- Working in a cross-functional group to assist with Human Resources Operations by providing Data Integrations and Analytics.
- Assisting in developing embedded R Visualizations using NLP Library to gauge MyMGM Leadership Program feeding from Survey and Response employee data.

Waters Edge Dermatology

Power BI Specialist	Palm Beach Gardens, FL	December 2021 – June 2022

- Working alongside finance to create Power BI performance metrics that match legacy reporting systems.
- Responsible for organizing DWH integration initiatives with ETL/Data Architecture team (BiaaS Solutions LLC).
- Developed T-SQL Test Cases for front end validation between the DWH and Production systems.

- Providing finance with custom Power BI time intelligence measures via DAX.
- Recreating legacy reports in Power BI and SSRS as well as administrating gateways and SSRS configuration.
- Performing daily ad hoc SQL requests for both DWH integration and financial validation.

Florida Power & Light

Business Intelligence Analyst   Miami, FL   December 2019 – October 2021

- Developing Power BI Dashboards from IVR/Omniture data sources including Verint and Clickstream to gauge VoC sentimental analysis as well as customer journey to provide enhanced User Experience.
- Developing and optimizing Apache Hive, SAP S/4 HANA, and T-SQL queries for visualization level.
- Developing calculation views and modeling S/4HANA Database to match legacy IVR interaction codes.
- Built algorithm using Verint/Clickstream systems to identify victims in the Miami Surfside building collapse.
- Working alongside EDP team to begin transitioning data source connections to AWS cloud.
- Modeling data for Proof-of-Concept purposes, using various integration techniques including SSIS and Python.
- Developing Team Web Portal on IIS 2017 with Power BI API and embedded reporting.

American Express (AMEX)

Big Data/Business Systems Analyst (Hadoop/Hive) Phoenix, AZ   May 5, 2019 – September 26, 2019

- Monitoring ETL processes for the Global Service Network and the various Database Management Systems utilized by American Express Customer Care Professionals (Sales Reps).
- Developing ETL scripts with Hive Query Language in Big Data Environment to allow for more streamline reporting.
- Working alongside various teams to identify new metrics to be executed in future ETL processes.
- Performing Data Validations on both analytical and transactional systems to ensure all data is being loaded properly by ETL processes.

Bankers Health Group

Business Intelligence Developer   Davie, FL   April 2018 – December 2018

- Developing Power BI/SSRS Dashboards and Reports from the Great Plains Databases.
- Developing Power BI Dashboards with DAX metrics.
- Responsible for managing various monitors that display Reports/Dashboards and KPI's throughout various offices.
- Administrating/Developing the Reporting teams Agile/Scrum dashboards on JIRA and collaborating directly with Dev Ops to completely transition all the departments in the organization to JIRA ticketing systems.

CogecoPeer1

Business Intelligence Analyst   Doral, FL   September 2016 – January 2017

- Analyzing and developing T-SQL Scripts to fulfill data requests from Business Users.
- Creating Dashboards through Power BI to gain funding from Upper Management for future BI projects.
- Developing ETL processes using both SSIS and T-SQL Stored Procedures.
- Creating and Managing SQL Server Agent jobs (mostly for ETL).
- Developing and deploying SSRS reports to SharePoint and SSIS packages to SQL Server 2008 R2.

Weatherby Healthcare

Business Intelligence Developer   Ft. Lauderdale, FL   February 2016 – July 2016

- Developing SQL Scripts in a large Windows Enterprise Data-warehouse Environment (Snowflake Typology).
- In charge of report automation in Visual Basic for Applications (VBA).
- Creating reports from the Data-warehouse in Tableau, SSRS and Power Pivot.
- Responsible for administrating the company KPI's hosted on SharePoint.
- Responsible for maintaining the Job Stack of Power Pivot Reports through VBA Macro's or SSRS Subscriptions.

EDUCATION BACKGROUND

Education

   Florida International University- Miami, FL

     Bachelor of Arts: *Awarded April 2019*

       Major: Political Science

       Ending GPA 3.21

       Awards: Tech Star 2014

   Broward College –Davie, FL, Completed A.A.

     Associates of Arts: *Completed May 2011*

       Ending GPA 3.1