| **Shingo Tomishima** |  | [www.shingotomishima.com](https://www.shingotomishima.com) |
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**Summary**

* Targeting to relocate to Canada.
* **4 years of experience analyzing and interpreting data in BI/Data space and as Software Engineer, combined with domain knowledge in Human Resource / Talent Acquisition** with 6 years of hands-on recruiting/sourcing experience.
* Tech stack
  + SQL(Postgre, MySQL), Python, JavaScript, TypeScript, Tableau, R Shiny

**Work experience**

**Oct 2020 - present**

**Business Intelligence Analyst II, (HR Analytics team)**

 **Indeed.com (Singapore)**

* Currently developing an internal web application to host Tableau Dashboards and R Shiny Dashboards, which will be used by HR/TA and VP+ level senior leaders.
* Developed Tableau dashboards, which visualize people-related key metrics across Indeed, such as headcount, attrition, promotion, etc. These dashboards are **currently actively used by 200+ users (HR, TA, Hiring Managers and VP+ level senior leaders)**
* Prototyped position management R Shiny interactive dashboard for Talent Acquisition team and hiring managers, that shows open (hiring) roles, interview funnel status, budgeted start date, and actual start date.
* Notable technical breakthrough
  + Successfully implemented a "logger" function to Tableau, which monitors users and user behaviors in order to improve UX in a data-driven manner. The logger's system design is similar to web beacon pixel, and it dynamically changes the parameters of the beacon to log in the server-side.
  + **Cloned Google suite’s commenting feature to the Shiny dashboard, which enables users to mention, comment, and get notified in their inbox.**
* Tech Stack
  + MySQL, Python, TypeScript, react.js, Tableau, Shiny

**Aug 2019 - Sep 2020**

**Data Analyst cum Recruitment Process Automation Engineer**

 **Indeed.com (Singapore)**

Recruitment process automation

* Developed *Bridge*, a productivity tool tailored for Indeed's internal Talent Acquisition org to simplify micro-tasks, mainly in JavaScript from scratch.
* *Bridge* has **150+** users globally and has been automating **30K+ USD / Quarter** worth of TA operation hours. Cumulative total cost saving contribution over the past 2 years is more than **250K USD**.
* Developed a machine learning tool to build up a diversified candidate pipeline, mainly in Python without connecting to any cloud-based service. The tool identified **3000+** diverse candidates in Austin, Texas.
* Prototyped *Fastr*, a process automation tool for coordinators to **boost their productivity by 200%** for manual data enrichment. Had successful test-run in Singapore with 5 users.

Data Analytics

* Empowering TA leaders with Tableau data to influence critical decision makings with stakeholders.
* Suggesting improvements from top to bottom of recruiting funnels(identifying quality candidates, improving interview processes both at macro and micro levels, attracting talents, candidate experience, etc).

**(Early career)**

**Aug 2016 - Jul 2019** Tech Recruiting Sourcer at Indeed, Tokyo

**May 2013 - Jul 2016** Agency Tech Recruiter at Intelligence Asia Pte. Ltd, Singapore

**Jan 2012 - Mar 2013** Japanese Language Teacher at ICA Language school, Tokyo

**Apr 2009 - Jun 2011** Software Engineer at Simplex Consulting, Inc, Tokyo

**Education**

* **Graduate Certificate in Business Analytics (1 year course)** from SIM Global Education, Singapore
* **Bachelor's Degree in Geographic Information Science** from Kyoto University, Japan

**Certifications(MOOC)**

* **Google Data Analytics by Google on Coursera** (License [GHBACHZGW5AM](https://www.coursera.org/account/accomplishments/specialization/certificate/GHBACHZGW5AM))
* **Tableau Analyst certificate** from Tableau
* **Machine Learning** from Stanford University via Coursera (License [YWQ7KC35EES4](https://www.coursera.org/account/accomplishments/specialization/certificate/YWQ7KC35EES4))
* **Using Python to Access Web Data** from University of Michigan via Coursera (License [NRECZ455HGD3](https://www.coursera.org/account/accomplishments/specialization/certificate/NRECZ455HGD3))
* **Python Data Structures** from University of Michigan via Coursera (License [L6UR7VPNQQ5C](https://www.coursera.org/account/accomplishments/specialization/certificate/L6UR7VPNQQ5C))

**Open Source contributions**

* <https://github.com/stop-covid19-hyogo/covid19>