

# Tess Thomas

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## Profile Summary

Analytics professional with advanced quantitative skills and 4 years of experience in data analytics and business intelligence.

- Proficient in statistical programming, modeling and visualization using R, Python, Tableau, SQL and Advanced Excel.
- Highly skilled in identifying insights from real-life large unstructured dataset and presenting findings to key stakeholders.
- Working within diverse cross-sectional teams and prioritizing goals to ensure timely deliverables.

## Academic Achievements

University of South Florida, Tampa, FL

December 2017

- Master of Science in Management Information Systems (GPA: 3.77/4.00)

Mahatma Gandhi University, Kerala, India

May 2013

- Bachelor of Technology in Electronics and Communication Engineering (GPA: 3.98/4.00)

## Technical Skills

- **Languages:** R, Python, Java J2EE, SQL, HTML/CSS, PL/SQL
- **Databases:** Oracle 10g and above, MySQL, NoSQL, MongoDB, Cassandra
- **Data Analysis/Big Data:** SAS, Rapid Miner, WEKA, Hadoop, MapReduce, Spark, NLP, Text Mining, Google AdWords
- **ETL/Reporting:** Tableau, Shiny, Power BI, QlikView, IBM SPSS, Informatica, Advanced MS Excel
- **Tools:** Oracle JDeveloper, Eclipse, SQL Developer, RStudio, Oracle ADF, Git
- **Project Management:** Microsoft Office Suite, Agile/SCRUM, ArgoUML, Microsoft Visio, JIRA, Confluence
- **Certifications:** Google Analytics, Statistical Inference, Financial Accounting

## Professional Experience

Kforce Inc., Tampa, FL

May 2017 - Present

People Analytics Intern | Domain: Predictive Analytics, Machine Learning

- Developed candidate selection tool by building predictive models in **R**. Incorporated dashboards and visualizations of the statistical findings of candidate segregation and financial system metrics in **Tableau and Power BI**.
- Collaborated with **HR, People Operations, Benefits, IT and Finance** to edit and understand the project requirements.
- Performed **data profiling, data mapping, built relational data model** for creation of a recommendation model based on exit surveys of employees and provided insights, recommendations to improve the into employee experience.
- The analysis report was adopted by functional team in their recruitment process due to which there was **20% increase in successful intake of candidates**.

Junior Achievement BizTown, Tampa, FL

January 2017 – May 2017

Data Analyst | Domain: Business Intelligence

- Independent Study in **volunteer analytics** under Dr. Balaji Padmanabhan, Director, Center for Analytics and Creativity.
- Devised and evaluated methods for collecting data by implementing questionnaire for volunteers in Survey Monkey and identifying patterns in volunteer participation using **R** and **Tableau**.
- Presented exploratory analysis and recommendations to the board members which were adopted by the organization.

Wipro Technologies, Bangalore, India

November 2013 – July 2016

Software Engineer | Domain: Media, E- Commerce

- Performed **data analysis on online reviews and website performance** of cloud based journal submission and editorial portal. Developed solutions on the analysis findings which improved user experience, reduced the poor reviews to **less than 5%** and thereby provided **time and cost savings of around 5 million**.
- Collaborated with business analysts and maintained constant communication with clients to understand and define requirements, develop project map, and applied **agile project management** approach to deliver timely results.
- Coordinated with team for implementation of **ETL** and successfully developed business solutions using **Java, Oracle ADF framework** with **Oracle 11g** as backend for development of cloud based web portal which **increased efficiency to 80%**.
- Created dashboards in Excel by using pivot tables and **VLOOKUP**; wrote **VBA** scripts to **automate SQL** scripts.
- Provided functional/technical trainings for 7 new joiners, allocated tasks and made them competent to manage modules.

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## Professional Accolades

- Aug 2015 - Awarded **Pat on the Back** for proactively understanding the customer requirements and delivering solutions for optimizing the usability of application by gaining insights on user needs and pain-points in an exemplary manner.

## Live/Academic Projects

### US Death Records

Tools: R, Shiny

- Analyzed 300,000 death records and did extensive data cleansing, data preparation and data Readiness using R.
- Performed statistical analysis to identify explanatory variables and built **linear, logistic regression models** using R.
- Developed interactive dash board app using **Shiny**, for easy access to data along with the summary statistics comparison. (<https://myprojects.shinyapps.io/us-death-record/> )

### Predicting US Elections 2016

Tools: Python, SAS, Rapid Miner, Tableau

- Developed model to predict election by analyzing 25,000 primary election results using machine learning algorithms like **Neural Networks, Naïve Bayes** and **Decision** in **SAS**. Visualization models and trend lines were plotted using **Tableau**.
- Extracted the tweets from twitter using Tweepy API written in **Python** and build regression models using **Rapid Miner**.
- Visualization models were plotted using **Tableau** along with Rapid Miner's **Aylien** tool for **sentiment analysis**.

### Standalone E-Commerce Web Application

Tools: Hadoop, Node JS, MongoDB

- Designed and developed an E-Commerce web application by **Hadoop** ecosystem using **Node JS** and **MongoDB**.
- Implemented functionalities such as **Redis Cache**, **CDN** for image hosting and **Elastic Search** for fuzzy search.
- Determined **project scope**, **prioritized tasks**, **estimated work efforts** and **prepared project charter and work plan**.

### E-Commerce Systems

Tools: SQL, PL/SQL, MS Visio

- Designed E-Commerce Systems database and developed **logic database design** in Oracle using SQL Developer.
- Responsible for **requirements gathering**, **data architecture** and **database modelling** based on requirements.
- Performed Performance Tuning, Database Security and developed complex **SQL queries**, **stored procedures**.

## Community Involvement

### Association for Information Systems at USF | Volunteer

2016

- Hosted Big Data Day to introduce high school seniors to professional opportunities in information systems and analytics.
- Coordinated event timelines, handled event logistics and guided students with the activities and assisted chaperones.

### Abhiyanthriki RSET | Event Coordinator

2013

- Organized an event MI-5 for the technical fest participated by 1000 students.
- Handled event logistics, including registration and attendee tracking, presentation and materials support.