

Zachary Adams

Core Competencies: Data Science, Analytics, Machine Learning, Deep Learning, Mathematics, Python, SQL, Linux, Go

EXPERIENCE

Gensler

— *Director of People Analytics*

April 2022 – Present

- Developed and directed the people analytics team for a globally renowned architecture and design operating in 20 countries across 57 offices with C-level oversight.
- Provided insight and clarity to the Board of Directors, C-level executives, partners, and HR executives on matters related to retention, hiring, employee engagement, learning and development, machine learning, AI, and data infrastructure.
- Analyzed large and previously unexamined datasets using advanced statistical and computational tools including monte-carlo forecasting, probabilistic modeling, topic modeling, time to event analysis, regression, clustering, classification, and topological feature analysis.
- Awarded a research grant to build a natural language toolkit for the firm's unparalleled catalog of survey data including semantic search, topic modeling, and sentiment classification.
- Led the design and development of a custom lakehouse solution for conglomerating, transforming, and serving the firm's people data for downstream analysis, and dashboard development.
- Oversaw the planning and execution of the firm's employee engagement program including periodic engagement surveys, and purchasing and migrating to a new vendor platform.

JBS USA

— *People Analytics and Compensation Manager*

December 2020 – April 2022

- Created and directed analytics and compensation strategy in line with C-level guidance for a company of 68k team members operating ~70 facilities across the US, and Canada
- Trusted advisor to the C-suite, BU executives, and senior plant leadership in matters related to labor markets, COVID-19, strategic compensation, technological innovation, labor forecasting, and HR/safety program analysis
- Led the development of industry leading predictive and prescriptive analytics platforms
- Aligned executive level stakeholders from different business units around common practices including the implementation of enterprise-wide turnover prediction, COVID-19 risk forecasting, absenteeism and crewing metrics, compensation strategy, and special incentive pay
- Budgeted, calculated, adjusted, and paid \$250MM in short term incentives, \$96MM in special incentives, and \$40MM in merit increases with accuracy >99%
- Designed, developed, and implemented a custom software solution to manage the OSHA Emergency Temporary Standard related to COVID-19 that manages testing, vaccination status, and badge activity for all JBS employees

JBS USA

— *People Analytics and Compensation Programs Manager*

January 2019 – December 2020

- Led the people analytics team providing KPI reporting and key insights into HR, operations, employee health and safety, and labor markets
- Pioneered the use of modern analytics platforms in the HR space by transitioning the team's manual reporting function to dashboards and automated reports on the Qlik Sense platform
- Aligned HR executives around newly constructed KPIs measuring applicants, absenteeism, and COVID-19 risk
- Developed quarterly business unit reports providing deep analysis of KPI activity, news analysis, and macroeconomic insight
- Forecast COVID-19 cases in our facilities by combining mathematical models for epidemic growth with real world data using data assimilation
- Co-developed a custom software solution for administering the annual compensation cycle

— *HR Analytics Project Manager*

July 2018 - January 2019

- Translated ambiguous business problems into concrete mathematical/statistical models to provide real dollar savings
- Analyzed, conglomerated, and summarized internal and external data sets for broad audiences
- Facilitated the unification of HR metrics across 5 business units
- Produced ad-hoc and standard reports for audiences from plant level HR to the C-suite

Colorado State University — *Graduate Teaching Assistant*

August 2017 - May 2018

- Communicated mathematical concepts to students in one on one, small group, and classroom settings
- Professor Rating 4.9/5

EDUCATION

Colorado State University, Fort Collins CO — *Master of Science in Mathematics*

August 2016 - May 2018

Area: Computational Algebra/Combinatorics

Thesis: The Group Extension Problem and its Resolution in Cohomology for the case of an Elementary Abelian Normal Sub-group (Group Theory, Computational Algebra, Combinatorics)

University of Denver, Denver, CO — *Bachelor of Arts Cum Laude in Mathematics*

September 2013 - 2016

Minors: International Studies, Economics

Thesis: Improving Time Bounds for the Contact Process on Finite Graphs Using k-Dominating Sets (Dynamical Systems over Graph Domains, Mathematical Epidemiology)

Awards: Herbert J. Greenberg award for excellence in Mathematics (department founders award), Graduate with Distinction

Volunteer Work

Third Christian Reformed Church Water Project, Sierra Leone, West Africa — *Project Manager*

2011-2012

- Managed the planning, purchasing and construction of a water system in Northern Sierra Leone
- Managed the project budget of more than \$40,000
- Negotiated all capital purchases and organized logistics
- Oversaw a group of engineers and donors on a 2-week implementation and goodwill visit

The People's Foundation of Sierra Leone, Sierra Leone, West Africa — *Assistant Director*

2011 - 2013

- Managed an NGO start up in Sierra Leone
- Advised the board of directors on programs, growth strategy, and scholarship grants
- Opened 2 national branches in partnership with local youth leaders
- Organized an international youth conference by working with students in Denver and The People's Foundation youth in Sierra Leone
- Architected an emergency sensitization campaign in the face of the 2013 Ebola outbreak