KEEGAN JOHNSON

HR Data Scientist | Business Intelligence Analyst

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Summary

Keegan brings extensive experience with Power BI and a proven track record of generating actionable recommendations through data-driven analysis. With a keen understanding of enterprise data modeling, he excels at increasing efficiencies and enhancing data quality and reporting capabilities. Skilled in using SQL for enterprise reporting, Keegan demonstrates exceptional problem-solving abilities and complex querying capabilities.

Experience

Catapult Learning
Kountze, Tx & Budapest, Hungary

HR & IT Data Scientist
03/2022 - 11/2023

- Analyzed turnover, recruiting, and DEI opportunities using PowerBI, R, and SQL; acted as liaison between HRBPs, senior management, school supervisors to communicate results
- Worked with senior management to establish data quality best practices within HR and operations teams
- Migrated high-volume HR benchmark reports to cloud-based self-service dashboards from spreadsheets
- Used Azure Cloud/tSQL for miscellaneous data warehousing and reporting needs

Leidos
Palermo, Italy

HR Data Scientist
03/2021 - 03/2022

- Worked with senior management to develop enterprise DEI goals; produced dashboard to track hiring progress
- Led learning metrics visibility expansion project with novel WFM skills cataloging; incl. association rule model for voluntary course recommendations and decision trees for mandatory corporate trainings
- Contributed to database architecture with multiple LM views and automation jobs
- Responsible for several sensitive reverse ETL reports: headcount, turnover, hiring funnels, HRBP and executive team direct requests

Nokia Corp
Budapest, Hungary

Senior Machine Learning Engineer
07/2019 - 04/2021

- Built ensemble voluntary attrition solution and impact report identifying high risk employees (attrition decreased 4-7% in some departments)
- Produced enterprise commuting tracker to monitor remote work value propositions; integrated with predictive models and CRM
- Strategic workforce planning projects included turnover, talent acquisition funnels, DEI benchmarking, compensation analysis and forecasting
- Analyzed employee satisfaction survey design results for sentiment, data mining insights, future A/B testing applications

Northrop Grumman
El Segundo, California

Data Scientist
05/2014 - 09/2017

- Built multivariate time-series algorithms (VARs, cointegration) to optimize help desk labor needs; ticket resolutions increased 12-15%
- Created, administered people analytics dashboard that included headcount, DEI, regrettable attrition, talent acquisition trackers
- Conducted employee lifecycle analysis using survival/predictive modeling
- Used big data SQL relational databases log to model, forecast equipment failures (survival & time series analysis); Hadoop integration

Education

University of North Texas
Denton, Tx

M.Sc. in Economic Research
2013 - 2015

- Econometrics focus: time-series, survival analysis, advanced econometric methods
- GPA: 3.8

University of North Texas
Denton, Tx

B.Sc. in Economics
2008 - 2012

- Micro focus: game theory, industrial org, urban, financial, health economics; statistics minor
- GPA: 3.4

Skill Stack

Modeling and Analysis: R • Power BI • SQL • DAX • Tableau • Azure • Spark • Excel • TensorFlow • SAS • Stata • Excel • SSAS/SSRS

HRIS Platforms (ATS & CRM): UKG • Workday • Oracle • Jobvite • PeopleSoft • SurveyMonkey • Google Suite • Quickbase