KISHAN SHETTY, M.SC

As a data analyst and systems lead, I excel in manipulating and analyzing large datasets using Python, SQL Databases, Excel, and Tableau. With strong problem-solving abilities and attention to detail, I effectively communicate complex data insights to diverse stakeholders. Whether working independently or in a team, I leverage data to drive informed business decisions and enhance performance, adding significant value to any organization. I am passionate about data analysis and finding opportunities for improvement and growth through data. I am eager to learn new skills and technologies and apply them to real-world scenarios. I am also motivated by working in a team and contributing to the success of the organization.

CONTACT

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EDUCATION

MSc Data Science

University of Bristol

2021 - 2022

Upper Second-Class Honors 2:1 (Merit)
Bristol PLUS Award

BE Computer Science

The Oxford College of Engineering

2016 - 2020

First Class Distinction
1st Rank Award

SKILLS

- Machine Learning
- Python
- Tableau
- Excel
- PowerBI
- SQL

CERTIFICATIONS & PUBLICATIONS

- Data Analytics, Google
- SQL and Excel, LinkedIn

Transactional Data Analysis using Machine Learning in the Banking Sector -International Journal of Scientific & Engineering Research (IJSER)

WORK EXPERIENCE

People Data Analytics & Systems Lead

Saga Plc.   Apr '24 - Present

- Developed intuitive Tableau dashboards for key people metrics, fostering self-service insight discovery and presenting actionable insights to business leaders.
- Designed efficient ETL data pipelines using Tableau Prep and other tools for streamlined and automated data processing.
- Collaborated with multiple teams to gather and manipulate disparate internal and external data sources, including external research, to discover actionable, data-driven interventions.
- Supported standard monthly and quarterly reporting, seeking opportunities to automate regular report creation for internal and external teams using SQL for data connections and Python for data manipulation.
- Supported ad hoc analysis while continuously striving for process improvement, including report automation and enhancing colleague experience.
- Facilitated regular audits of stored data to ensure data integrity, accuracy, and compliance.
- Utilized data science, machine learning, and NLP for employee sentiment analysis to aid senior management in making strategic decisions.
- Reviewed and developed HR systems infrastructure, policies, controls, and processes to identify and implement efficiencies while maintaining data integrity.
- Owned all People systems issues, liaising with third-party providers for timely resolution and ensuring effective functionality of all People systems, including applying regular updates.
- Identified scenarios, coordinated, planned, and implemented User Acceptance Testing on People system upgrades/changes, working with System Providers and Technology teams for resolution.
- Worked closely with Business Unit people teams to understand business needs, identify system requirements, and develop process efficiencies to deliver improved process flows.
- Managed changes in people governance processes, including maintaining governance forms and workflows using tools such as Power Automate.
- Demonstrated project management skills in system enhancements and new system implementations, including previous experience with HRIS implementations.

Data Analyst

Saga Plc.   Jun '23 - Mar '24

- Developed user-friendly Tableau dashboards and automated projects for the Insurance business unit, improving data accessibility and visual appeal. 2.
- Implemented an automated absence management system, reducing absence rates from 25% to 6% within three months and saving over £40,000. 3.
- Collaborated with stakeholders to simplify data comprehension by 80% by translating business challenges into actionable hypotheses.
- Managed data for 2000+ employees, continuously identifying patterns and insights, and provided data-driven insights to streamline decision-making by 60%.
- Ensured accuracy and timeliness of monthly and quarterly reports, supported standard reporting processes, and contributed to ad hoc analysis and process improvement initiatives while maintaining compliance with data privacy regulations and GDPR guidelines.

Data Science Consultant

Lloyd's Banking Group   Jan'22 - Apr '22

- Worked on a data science consulting project in collaboration with the University of Bristol as a part of coursework.
- Led my team to meet the deadline, manage expectations, and delegate tasks while constantly following up, tracking progress and speak to the stakeholders.
- Tracking and analyzing data trends to identify potential areas for improvement and growth. Developing and implementing data visualization tools and dashboards to improve data insights and decision-making.
- Responding to data-related queries and requests from internal and external stakeholders, providing advice and guidance.