Steven Shoemaker

Steven@stevenshoemaker.me | 682-334-3603 | Dallas, TX

COMPETENCIES

Notable Competencies: Complete Product Lifecycle, Hypothesis Testing & Validation Customer Interviews, Personas, Roadmapping, Journey Maps, Data Analysis & Visualization, Design & UX Principles, Content Writing, Article Writing

Analytics & Data Tools: Google Sheets, Looker, PostHog, Python, Pandas, Tableau, Google Analytics, SQL

Product & Creative Tools: Figma, Keynote, Power Point, Affinity Designer, Canva, Photoshop

Organizational Tools: G Suite Apps, Slack, Intercom, Typeform, Asana, Jira, Linear.app, Airtable, SCRUM & Agile Methodology

Languages & Syntax: LookML, SQL (PostgreSQL, MySQL, RedShift, & BigQuery), APIs, RegEx, Python, NLP

RELEVANT EXPERIENCE

Eqtble (Remote)   2/2022 – Present
Senior Consultant, People Analytics & Customer Success
- Work with global teams to align to a consistent approach to reporting/analysis and share knowledge and ideas for further advancing Talent Analytics platform. .
- Conduct User Research and translated insights into product management recommendations and roadmap for high growth organization contributing to 30% increase in ARR.
- Leveraged expertise and knowledge of People Analytics to consult and drive business success for multi-million dollar organizations.

The Trade Desk (Remote)   6/2021 – 2/2022
Product Manager & Lead Analyst, People Analytics
- Developed end-to-end machine learning prototypes and scaled them to run in production environments. Reduced attrition by 3%.
- Distilled complex analytical results into presentable, digestible, and actionable recommendations and insights for executive level decisions contributing to reduction in time to insight and driving powerful business decisions.

WeWork (Multiple Locations)   10/2020 – 6/2021
Data Scientist, People Analytics
- Worked closely with Executive level partners and cross-functional leaders to help develop core metrics and create 10+ Tableau dashboards to track and understand people data across headcount, attrition, talent, and engagement.
- Implemented data ingestion and transformation pipelines to reduce time to insight for talent analytics by 90%
- Acted as a strategic partner to multiple departments to create surveys, perform ad hoc analysis, and provide actionable recommendations to drive decisions increasing average eNPS by 10%.

Data Analyst, Learning and Development   01/2020 –10/2020

- Prototyped, designed, and led analytics projects to completion using bespoke dashboarding and stakeholder consultation, allowing in-depth analysis of learning metrics.
- Designed and implemented data-based onboarding changes that improved learner satisfaction by over 30%.

Learning and Development, Business Partner   12/2019 –01/2020

- Utilized exploratory data analysis techniques to identify patterns, relationships, and trends in learner success, satisfaction, and skills development. Derived actionable insights from massive data sets with minimal support.
- Served as the primary contact for over 50 stakeholders across multiple states for several projects designed to test hypotheses and design learning solutions.

PROFESSIONAL EXPERIENCE

US Navy Reserves (Texas)   12/2011 – 01/2018
Intelligence Specialist

- Performed highly detailed intelligence and analyst work on a national, leading to successfully completing numerous military operations.

United States Special Operations Command   09/2014 – 11/2015
Signal Intelligence Operator
- Evaluated and interpreted Signal Intelligence and used the information to inform, explain, and analyze enemy patterns.