**Ian Hood**

5335 Grande Palm Circle, Delray Beach, FL 33484, **Cell: 352-318-1295**, Email: ianl.hood@gmail.com

**Objective**

I am a Proactive, organized, analytically driven professional with 15 years of experience in enterprise-wide Excel and Power BI dashboard development, cross functional team collaboration, analytical problem solving with excellent presentation skills from years of teaching. I am interested in a Business Analystrole at RD Global Inc.

**Experience**

**CSL Behring**

***Global Service Delivery Manager***

**Boca Raton, FL 2022-2025**

- Solely responsible for development and maintenance of global askHR Excel/Power BI dashboards.

- Collaborated in cross functional meetings, providing actionable data to guide future HR initiatives.

- Prepared reports and analyses that provide operational support to business operations.

- Large dataset analysis combining multiple data sets into ad hoc reports and visualizations.

- Provided continual support for project related reporting and dashboards.

- Extracted and manipulated data to identify patterns and opportunities for process improvement.

- Engaged in constant process optimization activities to reduce repeatable task times.

- Implemented data governance principles to ensure accurate data quality.

- Utilized and synthesized data streams from Workday, ServiceNow, In Contact, and Kronos.

**Office Depot**

***Sr. HRIS Supply Chain Analytics/Security Consultant***

**Boca Raton, FL 2016-2022**

- Maintained Peoplesoft and Oracle My Cloud BIP reporting catalogues.

- Worked with project teams and offshore developers for customized system enhancements.

- Developed and modified new BI reports using SQL per business requirements.

- Worked with project teams and offshore developers for customized system enhancements.

- Worked on multidisciplinary Company Separation Project in both analytics and security.

- Configured custom security and data roles for different employee populations across organization.

- Large data set analysis and compilation for ad hoc regulatory filings.

- Built enterprise analytics dashboards, providing metrics on turnover, attrition, and retention.

**Florida Atlantic University**

***Adjunct Faculty***

**Boca Raton, FL 2013-2024**

- Taught advanced problem-solving skills, including analytical reasoning and logical analysis.

- Prepared classes of prospective graduate students to take the LSAT, GMAT, and GRE.

- Solely responsible for the instruction and successful performance of students.

- Conducted instructor pedagogical training.

**Dart Container**

***Human Resources Project Analyst***

**Deerfield Beach, FL 2014-2016**

- Worked with management to provide strategic input into project lifecycle and goals.

- Organizational Management of international sales and manufacturing staff in SAP HRIS.

- Acted as subject matter expert in various HRIS systems.

- Partnered with leadership and various cross disciplinary teams to meet project deadlines.

- Designed and implemented employee systems training courses.

**Halifax Capital Partners**

***Financial Analyst***

**Deerfield Beach, FL 2014-2016**

- Tracked and measured business strategy performance.

- Developed and modified processes control for the implementation of client contracts.

- Built financing depreciation spreadsheets for prospective business opportunities.

- Responsible for initiating an appropriate reporting framework.

- Communicated continuously with clients throughout network.

**Pridestaff**

***Compensation and Classification Analyst***

**West Palm Beach, FL 2013**

- Retrieved and updated records in HRIS Oracle and compiled compensation reports as needed.

- Assisted in the development and implementation of personnel policies and procedures.

- Extensive testing and validation of HRIS and Discoverer reporting.

- Partnered with departments throughout agency to assess various employment issues.

**Education**

University of Florida, Gainesville, FL Dec-1998

**B.S. Business Administration**, Warrington College of Business

University of Florida, Gainesville, FL Jul-2002

**Juris Doctor**, Levin College of Law

**References**

**CSL**: Monica Silveira—Director askHR Americas—(561.929.5549/Monica.Silveira@cslbehring.com)

**FAU**: Juliana Snider—Associate Director, Test Preparation—(561.297.1260/sniderj@fau.edu)

**Office Depot**: Wes Innocent—Sr. Manager HRIS—(561.255.9494/Wes.Innocent@officedepot.com)