

LUKE GARZIA

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SUMMARY

Demonstrated history of creating solutions that help businesses effectively utilize data

CAREER OVERVIEW & SELECTED ACHIEVEMENTS

Sr Data Engineer, Data Analyst– *Equifax Workforce Solutions* • 05/2021 - present

- Architected marketing datamart that captures all user activity across Google Analytics, Pardot, Salesforce and inhouse transactional systems; designed and built an attribution model framework in Spark
- Developed a simple Airflow framework that allows analysts to quickly deploy and schedule BigQuery scripts
- Built a metadata-driven framework in Python that automates the migration of tables from one dataset to another – automatically adding or deleting new tables or new columns – scaled to 100s of tables
- Data Architected & implemented a Google Analytics pipeline using BigQuery stored procedures and dynamic SQL to reuse logic across multiple GA sites.
- Leveraged advanced concepts of BigQuery to solve complex business problems (e.g. JavaScript UDF, BigQuery ML, dynamic SQL & JSON)

Director, Data Architect & Analyst – *Mastercard* • 12/2019 – 05/2021

- Designed a full analytics environment for People Analytics leveraging Mastercard's enterprise data science platform and BI infrastructure
- Created Workday centric data model and extraction requirement to optimize implementation time and adoption curve
- Led effort to upskill team to the new platform via live sessions and training artifacts
- Developed the pilot self-service diversity dashboard in Tableau, along with the corresponding data model

Consultant, Data & Analytics – *Slalom Consulting* • 07/2019 – 12/2019

- **Fortune 500 Telecommunication Firm: Data Architect/Data Analyst**
- Architected & Developed Fact/Dimension tables into the enterprise data warehouse to generate executive dashboards that track the ordering process
- Worked with IT data visualization team upstream to develop core data structure & logic for the operational dashboard related to ordering fallout
- Provided extensive gap analysis and created/maintained an ongoing issues/risk log

Interim Director, Talent Analytics – *Equifax Workforce Solutions* • 05/2019 - 07/2019

- Led a small team of data analysts and visualization specialists, with responsibility for surfacing innovative talent insights for thousands of employers
- Designed and developed sales enablement dashboards for I9 services to help employers understand geographies where they may be out of compliance
- Architected and implemented an automated data pipeline to enrich and extend Graduate Outcomes product

Data Engineer, Data Analyst – *Equifax Workforce Solutions* • 01/2018 - 05/2019

- **Team Lead on Talent Analytics** 12/2018 – 05/2019:
 - Designed a Hadoop ETL pipeline and data model to productionalize custom-analytics solutions
 - Developed a Python/Bokeh codebase to automate generating HTML reports that allowed Equifax Sales team to seamlessly distribute talent insights (e.g. benchmarking) to client's HR leaders
 - Mentored fellow team members to adopt standards and best practices – led Data Engineering Guild across all scrum team
- **Data Analyst - Unemployment Consulting (UC)** 01/2018 – 12/2018
 - Produced initial key metrics for Executives (Market Share, Opportunities, Client Concentration Risk)

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- Built a metadata-driven framework to profile UC databases that generated HTML artifacts with key metrics like “fill rate” along with the initial ER diagram
- Built and implemented a file-based approach to extract and analyze data on an isolated server by using Dask and developing a custom-built multiprocessing framework

Consultant, Information Analyst II – Daugherty Business Solutions • 04/2017 - 01/2018

- **Fortune 500 Pharmacy Benefit Management Firm, Hadoop Developer 07/2017 – 01/2018**
 - Designed and documented the data model schema to build a data mart for Pharmacy Technology operational reporting requirements
 - Designed and developed a framework to move data from HDFS into Hive tables
 - Developed Python script to automate building XML required to leverage Oozie
- **Daugherty Business Solutions, Information Analyst II 04/2017 – 07/2017**
 - Participated in an Internal project to identify talent in the STL market by leveraging publicly available networks like (GitHub, Meetup, Twitter, LinkedIn, etc.) – goal was to create a recommendation system
 - Wrote Python scripts to scrape websites and interface with Restful APIs as well as coordinate recursive calls and store network data into Amazon DynamoDB

Technical Specialist, Sr. Data Analyst – evolve24 • 08/2016 – 04/2017

- Built custom client-facing Tableau dashboards with hourly TDS refreshes via robust SQL that allowed clients to monitor brand sentiment across published media and social network sites
- Leverage Python to automate PowerPoint reports - from MySQL through Excel to PowerPoint
- Generated and maintained ER Diagram to support the researcher's ad hoc analysis

AVP, Business Intelligence Developer – TIAA (formerly EverBank) • 2013 – 08/2016

- Built and maintained Banking Operations' data mart that consolidated various data sources that allowed executives to monitor the key KPIs related to Banking Operations
- Automated Executive and Operational (Self Service Model) dashboards using SSIS/Task Scheduler
- Created a single entry point in SharePoint for the Executive to view metrics from Tableau Server, SSRS, Excel, & SharePoint
- Leveraged SSAS Time Series Forecasting model to predict application volumes to help with staffing

AVP, Product Manager – TIAA (formerly EverBank) • 2009 – 2013

- Team was responsible for the client's new banking account experience – from the external website through an internal proprietary queue-based system that processed the request
- Led effort for complete rewrite/redesign of online customer application
- Designed process to integrate account opening from physical branches into a centralized hub
- Built and maintained KPI analytics to monitor and improve customer experience and internal processes

TECHNICAL PROFICIENCIES

Python (3.5+, PyData Stack), PySpark, JavaScript (ES6+, Vue), Big Data (Cloudera/Hortonworks), Cloud (GCP-BigQuery), NoSQL(MongoDB, Elasticsearch), Airflow, Tableau, Traditional ML (scikit-learn, xgboost, statsmodel), Deep Learning (TensorFlow/Keras), NLP (Huggingface), Bayesian Data Analytics (pymc3)

EDUCATION

M.S. Finance – Saint Louis University

B.S. Electrical Engineering with minor in Applied Mathematics – University of Missouri Science & Technology