

Austin Rose

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SUMMARY

People Analytics leader who partners closely with HR and business leaders to turn workforce data into strategic action. Proven track record building analytics infrastructure, delivering executive-level insights, and driving measurable business outcomes across 23K+ employees. Hands-on technical contributor experienced in SQL, Python, and BI tools-seeking a role that deepens expertise in advanced analytics and predictive modeling while continuing to influence critical talent decisions.

EXPERIENCE

Senior Manager, People Analytics

Jan 2023 – Present

The Aspen Group - Chicago, IL / Dallas, TX (Remote)

- Partner with brand HR leaders and People CoE teams as a strategic advisor, translating workforce trends into recommendations for talent investment, org design, and critical people decisions
- Built workforce forecasting models projecting headcount demand, requisition volume, and specialist labor availability - identified a projected surgery capacity shortfall that led leadership to accelerate Oral Surgeon hiring and protect Q1 2026 revenue targets
- Diagnosed pre-hire drop-off as a key revenue risk; recommended dedicated Onboarding team to guide doctors through 6+ month credentialing process, resulting in 50 additional doctor starts YoY and an estimated \$55M in incremental revenue
- Architected enterprise reporting ecosystem: 950+ custom Workday reports, 500+ calculated fields, and 20+ dashboards - standardizing data visibility across all business units
- Established Report Writing Committee to govern Workday conventions for 80+ analysts, improving accuracy, adoption, and findability of workforce data
- Developed executive dashboards in Tableau and Excel tracking core People and Talent Acquisition metrics, enabling brand-level performance monitoring
- Partnered with Data Engineering to refine BigQuery data warehouse, implementing governance protocols and expanding analytical datasets
- Launched ChatGPT Enterprise for corporate functions, developing custom GPTs to streamline access to data, policies, and onboarding resources
- Tools: SQL, Python (pandas, matplotlib), BigQuery, Workday, Tableau, Excel, ClickUp

Senior Recruiter, Data Analytics

Feb 2021 – Jan 2023

Chime - Chicago, IL

- Scaled Data Analytics organization from 16 to 59 analysts across Marketing, Product, and Strategy-responsible for full lifecycle recruiting and 43 total hires
- Analyzed funnel conversion data to identify process gaps; introduced new presentation interview round that increased offer-to-hire conversion by 8%
- Developed SQL and Python technical assessments alongside hiring managers to more effectively evaluate candidate skills
- Partnered with executive leadership and HRBPs on org design, succession planning, and growth opportunities within the analytics function

Senior Recruiter, Software Engineering

May 2020 – Feb 2021

Vineti - San Francisco, CA

- Full lifecycle recruiter for Software Engineering, DevOps, and Business Development

- Launched candidate experience survey to measure and optimize recruiting process; drove candidate satisfaction from 71% to 86%
- Project managed Greenhouse ATS implementation, defining workflows and recruiter experience

Recruiter, Software Engineering

Sep 2019 – Apr 2020

NextRoll - San Francisco, CA

- Full lifecycle recruiter for Engineering, Data Science, Analytics, and Business Intelligence teams
- Optimized contractor interview process by analyzing time-to-hire data, reducing source-to-hire by 14 days
- Built recruiting SLAs, headcount routing rules, and modeled projected headcount growth for engineering organization

Global Recruiter, Tech & Product

Sep 2018 – Sep 2019

Delivery Hero SE - Berlin, Germany

- High-volume recruiter for international Product organization: Product Design, Product Management, Agile Coaches, and Product Analytics
- Partnered with IT on Workday Recruiting implementation, scoping business processes and optimizing recruiter workflows
- Led quarterly retrospectives for 50+ person Talent Acquisition team, driving continuous process improvement

Earlier Roles

2016 – 2018

- Community Manager - Highsnobiety (Berlin)
- Business Development Representative - Pindrop, Hortonworks (Atlanta)

EDUCATION

Mercer University - Macon, GA

BBA, Sports Business Management | May 2016