

Sunidhi Sharma

San Francisco, California | sharmasunidhi2895@gmail.com | Mobile: 415.604.6608 | [LinkedIn Profile](#)

Senior Data Scientist | People Analytics & Workforce Intelligence | Machine Learning | AB Testing | Causal Inference

PROFESSIONAL SUMMARY

Senior Data Scientist (People Analytics) with 5+ years translating Workday/HRIS and recruiting data into workforce planning, hiring efficiency, retention, DEI, and compensation decisions. Specialize in experimentation and causal methods (A/B, diff-in-diff, uplift/HTE) and predictive modeling at scale. Delivered measurable outcomes including 25% faster time-to-fill, 12% attrition reduction, and 85% attrition forecasting accuracy. Strong track record partnering with business and product leaders to translate complex data into scalable decision systems.

PROFESSIONAL EXPERIENCE

SDIL Ltd. (Client - Publicis Sapient)

Associate Data Scientist, People & Recruiting Analytics

Feb 2025 - Jul 2025

- **Led People Analytics workstreams covering the full talent lifecycle:** hiring forecasting, workforce diversity measurement, recruiter capacity planning, offer conversion optimization, and attrition risk across AI & Cloud hiring portfolios.
- **Designed and executed A/B tests and difference-in-differences analyses** on sourcing strategies and interview workflows using **Python and SQL** on Workday ATS data; **causal inference** findings identified decision frictions in sourcing and interview workflows, leading to policy reforms that **reduced time-to-fill by 25%**.
- **Analyzed historical attrition patterns using SQL on 5,000+ employee records** to forecast replacement hiring needs by role, level, and team; built **pandas-based forecasting model** predicting quarterly attrition rates **with 85% accuracy**, enabling proactive headcount planning that **reduced emergency hiring by 30%**.
- **Defined & operationalized a comprehensive People Analytics measurement framework spanning 15+ primary, secondary, and guardrail metrics** (funnel health, conversion efficiency, diversity impact, recruiter productivity); **automated Tableau dashboards** integrating **Workday HRIS** data for weekly executive stakeholder reviews.
- **Supported responsible AI in HR initiatives by documenting use cases, limitations, and bias testing protocols** for recruiting automation tools; assessed algorithmic fairness via feature importance analysis; created human oversight guidelines for high-stakes people decisions reviewed by Legal and HR leadership.

Korn Ferry

Research Data Scientist, Talent Analytics & Executive Search Intelligence

Feb 2024 - Feb 2025

- **Delivered People Analytics support for executive search engagements serving clients across technology, finance, and healthcare sectors**, translating complex workforce data into strategic hiring recommendations for C-suite and senior leadership decisions.
- **Developed predictive models for executive hiring success and retention risk using decision trees and regularized logistic regression (scikit-learn) on 3,000+ candidate profiles;** model outputs informed data-backed slate recommendations and post-hire workforce planning strategies.
- **Conducted SQL-based funnel diagnostics on executive search pipelines**, identifying bottlenecks in recruiter review cycles and stakeholder approval workflows; process optimization **reduced average executive search cycle time by 30%**.
- **Built sourcing channel effectiveness models using Python (pandas)** to analyze conversion rates, time-to-hire, and candidate quality **across 5+ sourcing channels;** cohort analysis and ROI scoring visualized in Tableau dashboards informed talent mapping strategies and executive hiring budget allocation.
- **Delivered rapid-turnaround workforce intelligence** for time-sensitive C-suite searches, benchmarking **200+ executive profiles across 15 urgent engagements** within 24 - 48hour windows to support client decision-making under tight deadlines.

Infosys

Senior Data Analyst, People Analytics & Workforce Intelligence

Mar 2021 - Feb 2024

- **Developed logistic regression-based employee flight-risk models on 20,000 employee records** using Python (scikit-learn, pandas) and operationalized risk scores into retention playbooks with HR partners as part of a broader employee lifecycle analytics program; predictive interventions **reduced attrition by 12%**.
- **Built compensation benchmarking and offer optimization models** analyzing salary competitiveness across 15+ business units and geographies using SQL and pandas; regression analysis quantified salary elasticity on offer acceptance, informing competitive pay band recommendations that **improved conversion rates by 11%**.
- **Analyzed recruiter workload distribution using SQL queries** on requisition volume, time-to-fill, and hiring outcomes across **200+ recruiters;** identified capacity imbalances and recommended reallocation strategies that **improved team productivity by 18%**.
- **Conducted statistical analysis on candidate drop-off rates** at each hiring stage using pandas and chi-square tests; identified bottlenecks in screening and interview phases, leading to process improvements that **reduced average time-to-offer by 22 days.**

Tata Consultancy Services (TCS)

Senior Associate Lead, Talent Acquisition Analytics & Workforce Planning

Aug 2020 - Mar 2021

- **Analyzed 12,000 employee records across 4 delivery centers using SQL** to evaluate onsite/offshore workforce distribution and cost per employee; recommendations on **optimal geographic mix reduced onsite staffing costs by 10-12%, directly informing strategic workforce planning decisions.**
- **Conducted statistical testing (t-tests) comparing productivity metrics across 2,500+ onsite and 9,500+ offshore employees;** insights from people data informed staffing policy revisions that improved resource allocation efficiency and organizational effectiveness
- **Built SQL-based reporting infrastructure tracking 5,000+ monthly hiring activities;** automated Tableau dashboards provided real-time visibility into requisition aging, time-to-fill, and offer acceptance rates by business unit.

EDUCATION

Master of Science (MS) in Business Analytics (STEM), 2026

University of Cincinnati, Carl H. Lindner College of Business, Cincinnati, OH

Master of Business Administration (MBA) 2020

University Business School, Punjab University

Bachelor of Engineering 2018

Dr. SSB UICET, Punjab University

AREAS OF EXPERTISE

Workforce Strategy & Planning, Headcount Forecasting, Talent Acquisition Analytics, Attrition & Flight Risk Modeling, Compensation Benchmarking, DEI Measurement & Reporting, Responsible AI in HR, Algorithmic Fairness & Bias Testing, Organizational Effectiveness, HR Business Partnering, Sourcing Channel Effectiveness, Executive Search Intelligence, Python (Pandas, Scikit-learn), SQL, A/B Testing & Causal Inference, Predictive Modeling, SHAP & LIME, Workday / HRIS, Tableau & Power BI, AWS, MLOps, LLMs & NLP, Stakeholder Storytelling, HR Metrics & OKR Governance

TECHNICAL SKILLS

- **People Analytics & HRIS:** Workday ATS • Employee Lifecycle Analytics • Workforce Planning • Attrition Modeling • DEI Measurement • Compensation Analytics • Engagement Analytics • Talent Analytics
- **Programming & Tooling:** Python (Pandas, NumPy, Scikit-learn, PyTorch, TensorFlow, XGBoost, LightGBM) • SQL • PySpark • R • Git • Alteryx • AWS (S3, EMR, Lambda, SageMaker) • Azure ML • Docker • MLflow • Airflow
- **Machine Learning & Statistical Modeling:** Supervised & Unsupervised Learning • Regularized Logistic Regression • Gradient Boosting • Ensemble Methods • Time-Series Forecasting • Bayesian Inference • Feature Engineering & Selection • Model Explainability (SHAP, LIME)
- **Experimentation & Causal Inference:** Multivariate A/B Testing • CUPED Variance Reduction • Uplift & Propensity-Score Modeling • Double ML • Heterogeneous Treatment Effects • Experiment Design & Evaluation • Causal Impact Analysis
- **Data Engineering & MLOps:** ETL & Pipeline Orchestration (Airflow, PySpark) • Automated Model Training & Deployment (MLflow, Docker) • Drift Detection & Model Monitoring • Data Validation & Feature Store Management • Production APIs & Microservices
- **Generative AI & NLP:** Large Language Models (LLMs) • Retrieval-Augmented Generation (RAG) • LangChain • Hugging Face Transformers • Embeddings & Vector Databases (FAISS, Pinecone) • Prompt Engineering
- **Visualization & Storytelling:** Interactive Dashboards (Plotly, Tableau, Power BI, Qlik, Looker) • Statistical Reporting • Executive Data Narratives • KPI Definition & Experiment Governance

ACTIVITIES

- **Professional Development:** Continuously advance technical and domain expertise through industry programs and ML-focused capstones, including the *Capstone* led by University of Cincinnati, Ohio.
- **Team Leadership & Culture:** Fostered a collaborative, high-performance culture within data science teams by organizing peer-learning sessions, ML paper discussions, and cross-team knowledge shares enhancing team productivity and morale.
- **Mentorship & Academic Engagement:** Mentored undergraduate and graduate students at the University of Cincinnati as a Teaching Assistant for the Department of Business Analytics, guiding them through end-to-end data modeling and experimentation workflows, promoting analytical thinking and problem-solving rigor.