

# DANIEL P. MARTIN

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## PROFESSIONAL AND RESEARCH EXPERIENCE

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### Senior Data Scientist

September 2015 – Present

*McKinsey & Company Organizational Solutions, Waltham, MA*

- Create practical solutions to complex client problems spanning the whole cycle of talent management, including performance, recruiting, retention, and workforce planning
- Build robust modeling pipelines in R for supervised (regularized regression, boosting, random forests) and unsupervised learning (k-means, PAM), cutting down analysis time in similar projects from days to hours
- Design and deliver proprietary data scientist training for clients interested in starting a people analytics function
- Developed new retention offering based on survey methodology and machine learning; one of 6 proposals out of over 300 to win an internal New Ventures competition
- Interview, evaluate, and onboard new data scientists (full-time and interns) as part of the People Analytics team

### Fellow/Alumni Mentor

July 2015 – Present

*Insight Health Data Science, Boston, MA*

- Created Food Findr, an interactive web application to help users identify healthy, local dining options in Boston
- Scraped menu items and created a bag of words using BeautifulSoup and regular expressions in Python
- Built a random forest classifier in R, achieving an AUC of 0.87 with further validation using local health blogs
- Deployed an interactive map and table as the front end using Shiny and AWS
- Mentor current fellows by participating in panels and giving project feedback and mock interview sessions

### Statistical Consultant

May 2013 – July 2015

*University of Virginia, Charlottesville, VA*

*Program for Anxiety, Cognition, and Treatment Lab*

- Provided statistical support to 10 substantive researchers for various projects and two grant proposals
- Consulted on linear, mixed-effects, and structural equation models that have been published in top journals
- Wrote a portion of the analytic plan for a grant proposal funded by the National Institute of Mental Health

### Graduate Research Assistant

*University of Virginia, Charlottesville, VA*

*Implicit Social Cognition Lab - Department of Psychology*

January 2013 – July 2015

- Coordinated the efforts of 29 teams and 61 researchers on a project investigating subjectivity in analysis decisions commonly found in academic research; used meta-analysis to aggregate results
- Created an R package to clean and visualize Implicit Association Test data, downloaded over 9200 times

*Mathematical Psychology Lab - Department of Psychology*

August 2011 – July 2015

- Examined the use of recursive partitioning methods for multilevel data structures commonly found in education research; created an R package to help facilitate the analysis for applied researchers
- Evaluated the performance of cluster analyses in longitudinal contexts using R and Monte Carlo simulations

## EDUCATION

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### Ph.D. Quantitative Psychology

August 2015

*University of Virginia, Charlottesville, VA*

### B.S. Applied Mathematics

May 2011

### B.A. Psychology

*University of Rhode Island, Kingston, RI*

## TECHNICAL SKILLS

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- **Languages:** R, Python, *familiar with:* SQL, SPSS, *exposure to:* SAS, STATA
- **Tools:** git, dplyr, ggplot2, pandas, shiny, Tableau
- **Statistics:** generalized linear and mixed-effects models, random forests, cluster analysis, Monte Carlo simulations