

Joyal John - Data Analyst

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Professional Skills

Languages: **Python, SQL, Java**

Tools: **Tableau, HubSpot, Power-BI**

Office Suite Proficiency: PowerPoint, Word, **Excel**

Cloud & Deployment: Docker, **GitHub**

IDEs: Jupyter Notebook

OS: Windows, Linux

Version control: **Git**

Profile

I am a data analyst equipped with the strong technical skills, communication ability and fast paced learning required by my profession. I enjoy problem solving, finding efficient solutions and working in a team to achieve larger goals. After my degree, which exposed me to many technical skills, and several open-source projects, I am eager to join a fast-paced work environment where I can challenge myself, improve my skill set and gain experience. Willing to relocate for roles.

Certifications

- **[Google Advanced Data Analytics Professional Certificate](#)** **[July 2025]**
 - Actively refined both technical and practical skills through real-world projects, this accredited certification reflects my commitment to excellence and adaptability to evolving industry standards.

Education

- [2021-2024] **B.Sc. (Hons) Computer Science**: University of Northampton - 2:1
 - Relevant Modules:
 - [Final Year Dissertation: California Housing Price Prediction using Machine-Learning](#) (Python/Research & Development Skills/Presentation Skills)
 - [AI Techniques and Machine Learning](#) (Python/Machine Learning Algorithms)
 - [Data Structures & Algorithms](#)
 - [Advanced & Modern Databases](#) (SQL, NoSQL, Relational Databases, Database Migration)
 - Group Project (Team-management & Organisational skills)
 - Systems Design & Development (Software Engineering)
 - Media Technology (Advanced Python programming)
- [2019-2021] **A-levels**: Loughborough College - BBC
- [2013-2018] **GCSEs (9-1)** English Martyrs Secondary - 11 GCSEs Grades 8-5 (A*-C) (including Maths, English, Biology, Chemistry, Physics, IT)

Work Experience

Freelance Data & Back-end Developer (Python, Excel) [April 2025 - Present]

- Designed and implemented a custom ETL pipeline for a financial services client, extracting and transforming HubSpot CRM data (Deals & Users) via API, into a PostgreSQL data warehouse.

- Developed both full-refresh and incremental load scripts, enabling seamless daily updates of over 10,000+ records with up to 30-day look-back logic, ensuring data freshness for decision-making.
- Collaborated with stakeholders to define data specs and KPIs, supporting more accurate revenue forecasting and improved lead management.

Projects

Data-Driven HR Attrition Analysis

[Google Advanced Data Analytics Capstone Project](#) - Salford Motors (Available to view on my GitHub)

Tools: Python, Pandas, Scikit-learn, Seaborn, Matplotlib, NumPy

Techniques: EDA, Logistic Regression, Model Evaluation, Data Visualization, Ethics. **[July 2025]**

- Led an end-to-end data analysis project for a fictional HR team to identify key drivers of employee attrition using real-world inspired datasets.
- Conducted exploratory data analysis (EDA) to uncover patterns in employee demographics, job satisfaction, and performance scores.
- Built and evaluated a logistic regression model to predict the likelihood of employees leaving the company, achieving strong performance through precision-recall trade-offs and AUC scores.
- Visualized critical insights such as turnover rates by job level and satisfaction scores using bar plots and heatmaps to support business decision-making.
- Applied ethical considerations in data handling, focusing on bias mitigation, fairness in prediction, and responsible communication of findings.

Outcome: Delivered a stakeholder-ready summary of insights and actionable recommendations for HR, demonstrating technical proficiency and business impact.

University Dissertation - [California Housing Price Predictions using Machine-Learning](#)

Tools: Python, Pandas, Scikit-learn, Seaborn, Matplotlib, NumPy **[December 2023 - May 2024]**

Developed a Random Forest model to predict median house values in California, improving upon a Linear Regression baseline. Conducted comprehensive data preprocessing: handled missing values, outliers, and normalized data. Engineered new features to enhance model performance. Achieved significant improvement over the baseline. Documented the project in the essay and presented findings in a demo.

Other Work Experience

- **(September 2024 - April 2025) - Office Administrator at Enabling Others Ltd Coalville.** Duties include scheduling meetings, organising shifts for support workers, managing payroll, office maintenance, making and receiving calls.
- **(October 2022 - October 2024) - Freelance Web Developer.** Created multiple web applications for clientele to boost their online presence.
- **(pre-2021)** General work around multiple warehouses of DPD and The Co-operative as a picker packer whilst maintaining the warehouse; given me a lot of transferable and valuable communication skills, with a strong work ethic in addition.

Soft skills

Communication (written, verbal listening, presentations)

- Good written skills able to produce, essays reports and email.
- Strong verbal skills able communicate with a range of people in different setting.
- Experienced in giving presentations as part of my course to staff and fellow students.
- Active & passive listening skills

Teamwork

- Experienced in working in teams, both in employment and education.
- Regularly work in teams at university to produce groups assignments, especially Group Project Module that we were assessed based on our group effort skills.

Interests _____

Programming, Video Games, Movies, Fitness

References _____

References available upon request