

Mukesh Singh

Power BI & Workforce Analytics • 15 years

mukesh.singh1@outlook.com • [linkedin.com/in/mukesh-singh-b80b0533](https://www.linkedin.com/in/mukesh-singh-b80b0533) • [your portfolio URL]

Based in India • Working 9:00–17:30 CET • Available for contract or EOR engagements — no visa or relocation required

PROFILE

Analytics leader with fifteen years building the reporting that staffing and workforce businesses run on — recruiter throughput, requisition ageing, funnel conversion, headcount and cost-to-serve. Strongest where source data is difficult and metric definitions are contested, which is where the semantic model matters more than the visuals.

Works decision-first: who reviews this report, how often, and what will they do differently because of it — then builds backwards to the model. Delivered the recruitment analytics behind a 20% improvement in recruiter productivity, and executive reporting reconciled monthly to the finance close.

CORE SKILLS

Business intelligence Power BI • DAX • semantic modelling • star schemas • KPI frameworks • executive dashboards • row-level security • Microsoft Fabric

Data & engineering SQL • ETL • Python • data quality • reconciliation design • incremental refresh • reporting pipelines

Domain Recruitment & workforce analytics • ATS and JobDiva data • funnel and throughput reporting • headcount and attrition • management reporting

Automation Advanced Excel • VBA • reporting automation • scheduled refresh with validation

Leadership Team leadership • stakeholder management • requirements definition • analytics roadmaps

EXPERIENCE

Data Analytics Manager • IMS Group

May 2023 – Present

- Lead enterprise BI and analytics across six business functions — executive dashboards, KPI frameworks, reporting automation and decision support.
- Own the group semantic model, so that headcount, revenue and margin resolve to a single definition across every downstream report rather than per-function spreadsheets.
- Introduced exception-first executive reporting with named owners and review dates, moving the monthly business review from debating figures to assigning actions.
- Built reconciliation checks between management reporting and the finance close, publishing the difference rather than hiding it.

Lead Data Analyst • IMS Group

Sep 2019 – May 2023

- Led a team of analysts delivering enterprise BI solutions, executive dashboards and cross-functional management reporting.
- Standardised KPI definitions across functions and moved recurring reporting off manual consolidation onto scheduled, validated refreshes.
- Partnered with function heads to define what each report was for before building it, reducing rework and unused reports.

Lead Data Analyst & Admin • ClifyX

Jan 2019 – Sep 2019

- Led the JobDiva and reporting teams, administering the ATS and owning the extracts that fed downstream reporting.
- Implemented Power BI visual analytics for recruitment operations and improved reporting accuracy through source-level data quality rules.

Data Management Specialist • Pyramid Consulting

Jun 2013 – Jan 2019

- Built recruitment performance reporting and dashboards supporting PMO activities across a high-volume staffing operation.
- Delivered the pipeline and recruiter productivity analytics behind a 20% improvement in recruitment productivity and efficiency.
- Made recruiter performance measurable by defining submission and stage grain consistently across branches, replacing branch-specific counting.

Senior Data Analyst • Mindlance

Aug 2011 – Mar 2013

- Supported staffing operations reporting and led the MIS team.

- Drove an applicant tracking system implementation, including data migration and the reporting layer built on top of it.

MIS Executive • Pyramid Consulting

Mar 2010 – Aug 2011

- Managed operational reporting, JobDiva administration and recruitment data workflows.

SELECTED PROJECTS

MUKESH.OS — enterprise intelligence platform

- Designed and built a working platform from scratch: an application shell that discovers apps from their own manifests, role-based access across four roles and twenty-one permissions, a resource registry and an admin layer for users and master data. Fourteen applications run inside it.

Live Power BI reports

- Recruitment Intelligence — requisition-to-hire funnel, recruiter throughput and ageing. Identifies submission-to-interview as the binding constraint at 28% conversion against 50%+ at every other stage.
- Executive Decision Platform — performance against plan, exception register with owners, and a published reconciliation against the finance close.
- Operations Performance — daily operational reporting with statistical control limits computed within day type, so "unusual" is a defined threshold rather than a chosen colour.

All three are built on synthetic datasets in a personal workspace and are open to view: [\[your portfolio URL\]](#)

EDUCATION

[Degree, institution, year — please complete]

CERTIFICATIONS

[e.g. Microsoft Certified: Power BI Data Analyst Associate (PL-300) — add if held, remove this section if not]

WORKING ARRANGEMENT

Working hours 09:00 – 17:30 CET (12:30 – 21:00 IST), a full overlap with a European working day.

Engagement Independent contractor — GST-registered service exporter, zero-rated, so no VAT obligation arises on the client side. Alternatively through an employer of record.

Location India, remote. No visa, sponsorship or relocation required.