



Thomas Tchako Nowe

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African, Fluent in English & French

Permanent Resident of South Africa - Living in Moret, Randburg

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Thomas is a seasoned, passionate and results-oriented professional with rich exposure to risk, data, information modelling, reporting and project management. Skilled in uncovering information gems and implementing process changes to meet operational objectives and gather huge cost savings. Efficient team player with a hunger for work well-done together with quality. Highly proficient in a variety of data science and business analytics tools, process & story telling documentation while possessing sound commercial awareness.

Objective: To ensure a highly profitable & challenging career within a healthy work environment where I can utilize, lead and share my knowledge, skills and abilities efficiently for organizational goals.

1. PROFESSIONAL EXPERIENCES

Standard Bank of South Africa (Banking)

Senior Data Scientist – Group Human Capital | 01.2018 – Current

Responsibilities:

I solve complex people challenges and identify new opportunities using a combination of advanced analytical expertise, business acumen, strategic thinking, project and relationship management abilities. To provide actionable insights, identify trends, and measure performance. These include:

- Support various HC Heads in redefining the problem statement to better leverage our people data and quantify solutions to be measurably align to business strategies.
- Provide thought leadership on HC Advanced Analytics lifecycle to further maximise the use of data in decision making and drive a continuous improvement of employee experience lifecycle.
- Develop performance indicators to measure performance of analytics solutions, and regularly communicate results to business partners and executives.
- Collaborate with data and platform owners to implement robust production decisioning solutions
- Ensure operational and business metrics health by monitoring production decision points
- Investigate adversarial trends, identify behaviour patterns, and respond with agile logic changes
- Interpret, improve and update on system delivered insights (Visier)
- Support Strategic Operational Improvement Initiatives through Statistical Analysis
- Design data led approaches, applying tried-and-true techniques or developing custom algorithms as needed by the business problem

Projects: Engagement analytics (Employee Experience), Strategic workforce planning, Future skills & learning science (Resourcing & Learning), Diversity & Inclusion forecasting (D&I), Performance Management (Talent), Peer-Groups analytics (Business Partnering), Regulatory Reporting, Income differential analysis (Rewards), New Joiners & Leavers Segmentation...

Portfolio Lead – Metrics | 05.2014 – 01.2018

Responsibilities:

- Support the Head of Performance Measurement to define and execute business unit strategies.
- Develop and run the compliance & regulatory measurement capability within BPI focusing on current and future regulations applicable to all pillars of the bank.
- Provide business with tangible behaviour measurements focused from outcomes (using lagging indicators) to influences (using leading indicators).
- Enable business with applications geared towards visualisation and data discovery that will in turn drive goal attainment.
- Ensure that business high level requirements are appropriately translated into necessary levels of detail to inform the solution development.

- Automate manual data inputs to ensure data quality and completeness and manage the process of creating data from web application development to usage in application design.
- Manage the team performance and projects delivery to ensure that solutions are delivered on time within budget and the delivery standards and expectations are met.
- Plan, organize, coordinate and control the solution delivery such that they are aligned to and integrated with the business and project strategic objectives.
- Data modelling to ensure accuracy and efficiency of data relationships within reports.
- Lead and manage a team of multi-skilled resources to deliver innovative and value add automated dashboard solutions using best in class business intelligence technologies and tools.
- Manage client relationships as well as client technical issues / concerns timely.

Projects: Dashboards (TCF, KYC Africa, Conduct Risk, Loans), Data Lifecycle (RDARR – BCBS239), Regulatory reporting (CBR), Workflows (Pricing, FAIS Fit), Business Analysis (WI, PBB)

Osiris Trading

(E-commerce & Banking)

Analyst Lead | 12.2008 – 03.2014

Responsibilities:

- Ongoing monitoring of treasury/banking ratios, rates, trends & processing (cards & non cards).
- Continuous optimisation of all processing and continuous research on best practices.
- Provide global volume transactional processing forecast monthly.
- Review financial analyses, statistical reports and models by junior analysts.
- Produce monthly capital exposure forecast for the group as well as variance analysis.
- Monitor and evaluates third party solutions, as well as providing improved recommendations.
- Prepare, create and analyse management information reports to aid in the decisions making
- Build and interpret models in order to minimise risk and maximise revenue.
- Conduct risk analytics activities to protect processing value and merchant relationship.
- Managing model validation and scenario analysis processes within the firm banking.
- Develop models to perform cohort, flow rates and trend analysis and report on findings.
- Daily query handling from 3rd parties and internal departments via SQL.
- Assisted with review of French communications and marketing material for regional territories.

Achievement

Promoted from French team leader supervising ten consultants to Analyst Lead in Treasury. In 2011, I completed a Leadership Development program via Synchronicity Consulting. I successfully conducted financial and operational research studies on payments in Africa to improve revenue stream. This was concluded by the launch of an in-house prepaid program with local partners.

Value Portfolio Managers

(Financial Industry)

Portfolio Risk Analyst | 06.2008 – 11.2008

Responsibilities:

- Ongoing monitoring of key sources of interest rate and share price movement
- Retrieve and manipulate quantitative data into understandable format through extensive data mining and analysis in order to influence creative investments decisions.
- Foreign and local portfolio performance attribution using Matlab.
- Share value pricing and valuation by usage of quantitative techniques
- Reports on portfolio performance and macro-economic movements
- Portfolio risk analysis and Portfolio diversification recommendations.
- Local and foreign market research and documentation.
- Monitoring of risk appetite and metrics such as value at risk.

NestLife Assurance

(Insurance Industry)

Underwriter (Pricing Specialist) | 12.2006 – 05.2008

Responsibilities:

- Pricing and implementation of analytical calculation methods for diverse products.
- Quotations and policy wording administration on funeral, group & credit life scheme.
- Market research for product enhancement, Economic modelling using spss.

- Profit testing, loss modelling and reinsurance optimisation (PD, EAD and LGD).
- Financial risk modelling and claim analysis
- Statistical and behavioural scorecards monitoring.
- Data mining for retention marketing and lapsed policies reduction.
- Financial reporting to various brokers and firm management.

Premium Administrator 10.2005 – 11.2006

Responsibilities

- Management of cash, debit order and stop order collection
- Allocation of collection receipt to group and policies holders
- Report on inactive life policies to the risk department
- Monthly reconciliation on collection with the finance department
- Reporting and invoicing to brokers | handling of telephone queries

2. EDUCATIONAL BACKGROUND

<u>Years</u>	<u>Qualifications</u>
2019 - 2020	PGP Data Science & Business Analytics University of Texas at Austin / Great Learning
2017 -	Masters in Information Technology - Research areas include: Information and data Management, Visual analytics, Computational modelling & Digital Economy.
2010 - 2013	Honours BCom in Financial Modelling - Research areas include: Forecasting, Risk, Analytics, Derivatives Pricing and Stochastic Modelling.

Trainings & Professional Bodies:

Qlikview, Qlik Sense, PowerBi, Safe Agile, Business analysis, Microsoft SSRS, SSIS, Management & Leadership essentials, Office 365, R, Python, Machine Learning.
ORSSA – PRMIA – IIA

Technical Languages & Technologies:

Python, 'R' & RStudio, SPSS, SQL Server, Office 365, Power Bi, Visual Studio (Azure), Qlikview, Matlab, SAS, Latex, SAP, Jupyter Notebook, AWS, Visier.

Achievements:

Standard Bank of South Africa - Winner of the Mark of Excellence Awards.
Osiris Trading – Innovation, implementation & Future leader Nominée

3. SOFT SKILLS

I have developed strong negotiation skills, excellent presentation skills, networking abilities, etiquette awareness, creativity, problem-solving, collaboration, adaptability, positivity, learning from criticism and working under pressure. Personally, I am a go getter, highly motivated, creative, critical thinker and driven by quality and achievement.

4. HOBBIES

Sports, Chess & Scrabble | Reading & Browsing | Travelling & Researching

5. REFERENCES

References will be provided upon request