

GLORY GAKII MBITI

Data Scientist & BI Analyst | Economics & HR Background | Python · SQL · Power BI
Nairobi, Kenya | +254 707 581 504 | gakiimbiti6@gmail.com | glorygakii.com | [linkedin.com/in/glorygakii](https://www.linkedin.com/in/glorygakii)

PROFESSIONAL SUMMARY

I am a detail-oriented data analyst with a foundation in Economics and hands-on experience in Human Resource Management. I excel at translating complex business operations and workforce processes into actionable data insights that drive efficiency and enhance organizational performance.

I have a proven ability to manage, analyze, and interpret large volumes of employee and operational data for organizations with over 150 staff members. My data-driven mindset focuses on supporting evidence-based decision-making and implementing process improvements. I have completed formal training and practical projects to master data analytics, bridging the gap between human resources and advanced analytics.

I work with Python, SQL, Power BI, and Excel to clean, analyze, and visualize data, as well as to build dashboards and data pipelines that generate actionable insights. My portfolio includes projects related to public resource accountability and climate-smart agriculture.

I am seeking an entry-level position as a data analyst, BI analyst, or in people analytics, where I can apply my analytical skills and business background to support data-driven decision-making.

CORE SKILLS

Data Analysis & BI Tools:

Python (Pandas, NumPy, Matplotlib), SQL (MySQL, SQLite, Window Functions, JOINS), Power BI (DAX, Data Modelling), Excel (Pivot Tables, Advanced Formulas)

Analytics Capabilities:

Data Cleaning & Validation · Exploratory Data Analysis (EDA) · Statistical Analysis · Data Pipelines · Dashboard Development · Data Visualisation · Data Storytelling

Business & HR Expertise:

People Analytics · Workforce Data Management · Recruitment Analytics · HR Operations · KPI Development

Tools & Platforms:

Jupyter Notebooks · GitHub · SAP ERP · Google Workspace · Notion · Trello · Slack

Currently Learning:

Machine Learning · Predictive Modelling · Supervised & Unsupervised Learning

PROFESSIONAL TRAINING

- Completed hands-on training in Python, SQL, Power BI, and Excel through ALX Africa.
- Built comprehensive data projects involving data cleaning, analysis, and visualisation.
- Gained practical experience in data pipelines, exploratory data analysis, and reporting.

PROJECT EXPERIENCE

Water Funds Accountability Dashboard | Portfolio Project 2025

- Analysed financial and operational data using SQL, employing window functions and multi-table joins.
- Identified anomalies, including irregular audit scores and disproportionate site activity.
- Built an interactive Power BI dashboard to communicate findings effectively to non-technical stakeholders.
- Applied basic fraud detection techniques to highlight high-risk patterns.

Key Tools: SQL, Power BI, Excel, R, Tableau, Microsoft Access, Jupyter Notebook.

Climate-Smart Agriculture Analytics | Portfolio Project 2025

- Developed a Python-based data pipeline for integrating data from SQLite databases and external CSV sources.
- Conducted exploratory data analysis (EDA) on eight crop types to evaluate relationships between rainfall, temperature, and yield.
- Performed hypothesis testing to validate field measurements against weather station records.
- Delivered insights in a structured Excel report for agricultural stakeholders.

Key Tools: Python, Pandas, Excel, NumPy, Matplotlib, Seaborn, SQLite, Git.

WORK EXPERIENCE

Assistant Human Resources Manager | China Civil Engineering Construction Corporation (CCECC) Jan 2022 – Dec 2023

Managed HR operations for over 150 employees across multiple sites, with a strong focus on data accuracy, reporting, and process improvement.

Key Achievements:

- Reduced payroll errors by 17% by implementing a structured verification system
- Improved recruitment efficiency, reducing time-to-hire by 23%
- Increased employee engagement scores by 13% through targeted initiatives
- Achieved 100% onboarding compliance for 70+ hires through process standardisation

- Implemented digital attendance systems, improving data accuracy and reporting

EDUCATION

Bachelor of Arts in Economics

Maseno University, Kisumu, Kenya | September 2013 – December 2017.

- Second Class Honours, Upper Division
- Relevant Coursework: Labour Economics, Statistics, Econometrics, Research Methods
- Dissertation: "Kenya's Emerging Skills Gap: Primary Employer Interviews and Workforce Analysis"

CERTIFICATIONS & TRAINING

- **Machine Learning Certificate** (In Progress)

ALX Africa | March 2026

- **Python Programming Certificate**

ALX Africa | January 2026 – February 2026

- **Professional Foundations Certificate**

ALX Africa | May 2025 – August 2025

- **Virtual Assistance Certificate**

Alison Online | January 2025 – February 2025

- **Data Analytics Certificate**

ALX Africa | September 2025 – November 2025

LANGUAGES

English (Fluent) | Swahili (Fluent)