Saher Sohail

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Education

NATIONAL UNIVERSITY OF SCIENCES AND TECHNOLOGY (NUST); *Oct. 2020 – July 2023*
Master of Science (Data Science)

Research Thesis: Detection of Suspicious Financial Transactions in the Banking Domain to Counter Money Laundering
Relevant Coursework: Machine Learning, Mathematics and Statistics for Data Science, Tools and techniques for Data Science, Deep Learning, Information Visualization, Natural Language Processing, Data mining and Computer Vision

SHAHEED ZULFIQAR ALI BHUTTO INSTITUTE OF SCIENCES AND TECHNOLOGY (SZABIST); *Sep. 2016 – July 2020*
Bachelor of Science (Computer Science)

Final Year Project: Stuttering Assessment System
Relevant Coursework: Introduction to Data Science, Artificial Intelligence, Probability & Statistics, Object Oriented Programming, Operating Systems, Database Management Systems, Data Structures & Algorithms, Digital Image Processing, Introduction to Software Development, Cloud Computing.

Experience

People Analytics Specialist – Uptech Sol *July 2023 – Present*

In a dynamic software agency like Uptech Sol, I've been instrumental in leveraging data-driven insights to enhance employee engagement, foster a positive work culture, and drive HR strategies aligned with organizational objectives.

- Collaborated closely with leadership and cross-functional teams to harness data analytics in understanding employee behavior, trends, and preferences.
- Utilized HRIS (Human Resources Information System) to gather and analyze employee data, offering insights into performance, retention, and satisfaction metrics.
- Developed and maintained dashboards and reports to visualize HR analytics, facilitating informed decision-making and strategy development.
- Partnered with HR and business leaders to identify key metrics and KPIs for measuring employee productivity, engagement, and performance.
- Employed statistical methods and predictive modeling to forecast attrition rates, identify talent gaps, and support workforce planning initiatives.
- Assisted in talent management strategies by providing data-backed recommendations for recruitment, succession planning, and career development paths.
- Conducted sentiment analysis on employee feedback, surveys, and performance evaluations to gauge organizational sentiment and satisfaction levels.
- Contributed to the design and implementation of employee engagement initiatives, using data insights to tailor programs that resonate with the workforce.
- Ensured compliance with HR-related laws and regulations, leveraging analytics to maintain accurate and updated employee records and documentation.
- Supported the implementation of safety protocols and initiatives by analyzing incident data and identifying areas for improvement.

This role allowed me to combine HR expertise with data analytics, empowering evidence-based decision-making, and fostering an environment conducive to the growth and well-being of our employees.

Insights and Analytics (Intern) – JAZZ *June 2021 – Aug 2021*

I worked at Pakistan's leading telecommunication/fintech provider in the Commercial department. My responsibilities included assisting team leads with their daily tasks.

- Conducted audits on Real-Time Data Management Platform systems, verifying the IP addresses and ports used, and ensuring that alerts were configured to notify users in case of downtime.
- Implemented alerts to monitor services running on the systems, sending messages to users every 10 seconds.
- Conducted research on Unicorn Companies in the Analytics Domain, analyzing companies that made over 1 billion dollars in the global unicorn club, and identified the values they employ from the McKinsey 7S model.

Content Writer – Uptech Sol *Oct. 2020– Dec. 2020*

At UpTech Sol, a software company in Islamabad, Pakistan, I managed and published technology-focused articles as part of my responsibilities.

- Writing technology-based articles on the latest trends and developments in the field
- Conducting research on the latest technologies being used around the world and their impact on users.
- Managing the SEO of each article to ensure its accessibility for readers.
- Conducting research on advancements in the technology domain to inform future articles.

IP planning (Intern) – Jazz PMCL *Jun. 2019 – Oct 2019*

As a member of the technology department at Pakistan's Leading Telecommunication/Fintech Provider, I supported team leads with day-to-day tasks. My specific responsibilities included:

- Collaborating with IP planning specialists to identify and resolve problems, optimize operations, and deliver excellent customer service.
- Planning activities for MSCs, raising WOs and ECRFs, assisting with network hardening, and performing sub-netting.
- Designing and planning Excel spreadsheets to support various technology-related projects.

Achievements

Merit Scholarship 2019
Shaheed Zulfiqar Ali Bhutto Institute of Sciences and Technology

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NGIRI Fund 2020
The program aims to assist final year undergraduate students of ICT related disciplines studying in the Institutions by providing them financial assistance for developing prototypes / working models of them
Final Year Projects (FYP) in order to increase creativity, innovation and hands-on engineering and development skills.

Skills

- *Management ● Data Analysis ● Data Visualization ● Machine Learning ● Deep Learning ● Computer Vision ● NLP*
- *Programming: Python (NumPy, Pandas, Matplotlib, Seaborn, Scikit-Learn, Keras, TensorFlow)*
- *Other Tools: Tableau, MATLAB*

Projects Highlights

- Developed a predictive model for the next wave of Covid-19 using the OWID dataset.
- Created visualizations of London bus safety, world development indicators, and UK's favorite chocolate bars.
- Built a diabetes prediction model using the PIMA dataset.
- Implemented image classification using Bag of Visual Words
- Conducted semantic segmentation using CNN architecture.
- Hotel booking prediction using LSTMs.
- Applied HOG for human detection.
- Used ML and DL techniques for credit card fraud detection.
- Developed unigram, bi-gram, and trigram language models on the Brown corpus using Python.

Licenses & Certificates

- Introduction to Data Analytics (2022)
- Fundamentals of Visualization with Tableau (2022)
- Databases and SQL for Data Science with Python (2022)
- Honorary certificate for organizing 3MT
- Participation certificate in JumpStart Pakistan
- Participation certificate in Comhec