

Daniel Pinedo

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Introduction

I have extensive experience as a statistician, data scientist, evaluation scientist, university lecturer, and organizational psychologist.

My background and experience has varied over the years from IT network administration and management to most recently Global HR consulting and analytics and data science support for program evaluation. I delight equally in employee relations, learning and development, crunching numbers, and consulting with and advising global leaders.

I am highly proficient in presenting and lecturing; and using the reporting tools Excel, Tableau, Power BI, R, and Python.

Education

Claremont Graduate University

MA PSYCHOLOGY

- Concentrations in Organizational Behavior & Evaluation

Claremont, CA

Sep 2018 - May 2020

Sofia University

MA PSYCHOLOGY

- Concentration in Clinical Psychology

Palo Alto, CA

Sep 2010 - May 2013

Naropa University

BA TRADITIONAL EASTERN ARTS

- Student Government: Treasurer

Boulder, CO

Sep 2008 - May 2010

Professional Experience

Sep 2019 - Mar 2022 **Principal**, Kinesis Consulting (20 hours / week)

Nov 2018 - Jun 2020 **Consultant**, Accenture Plc, CGU Talent Innovation Lab (20 hours / week)

Sep 2016 - May 2018 **Lecturer**, Psychology, Mount Saint Mary's University (full time)

Aug 2014 - Jul 2015 **Clinician**, Sovereign Health Group, adult partial inpatient rehabilitation center (full time)

Aug 2013 - Jul 2014 **Clinician**, Mind Body Awareness Project, adolescent drug and alcohol counseling (20 hours / week)

Aug 2012 - Jul 2013 **Clinician**, San Mateo County juvenile detention center, forensic psychological evaluation (20 hours / week)

Aug 2011 - Jul 2012 **Clinician**, Lifemoves family homeless shelter, individual & family therapy (20 hours / week)

2002 - 2008 **IT Consultant**, network engineering specialist (full time)

Evaluation

Kinesis Consulting

ROLE: PRINCIPAL

- Statistical consultation including social science methodology, visualization, and presentation in support of policy & planning analysis and program evaluation for the scientific community. Focus is on methodological innovation for evaluation in support of climate change mitigation and resilience infrastructure projects. Examples of recent projects:
 - Survey analysis and presentation for external program evaluation in NSF Directorate for Geosciences
 - Mixed method / Social network analysis for external program evaluation in NSF Division of Undergraduate Education
 - Social network analyses for external program evaluation in NSF Office of Integrative Activities.

Phoenixville, PA

Sep 2019 - Mar 2022

Consulting

Accenture Talent Innovation Lab

Claremont, CA

ROLES: CONSULTANT, PROJECT MANAGER, TEAM LEAD

Nov 2018 - Jun 2020

- *Global HR / Recruitment Transformation Research & Development Lab*
- Managed project deliverable content and translated research into business cases.
- Consulted with stakeholder managers on organizational behavior, management, statistics, research methods, interviewing, and focus groups.
- Led project teams.
- Managed performance and career development.
- Managed project timelines, milestones, personnel time, and budgeting.
- Trained team on client on-boarding, acculturation, pitching and public speaking, time management, technical mentoring, and cross-functional communication.
- Created interviewing/hiring criteria as member of Recruitment and Selection Committee.
- Served as resource for strategy insights and revenue ideas.
- High-impact project examples include:
 - Future workplace job redesign research and market analysis for account executive role
 - Documentation sprint to prepare final presentation of vetted global employee selection and assessment model
 - Validation of scoring measure for behavioral interview
 - Development of values-based assessment prototype
 - Selection assessment design prototype
 - Leadership model synthesis and design

Claremont Graduate University

Claremont, CA

DEPT OF BEHAVIORAL AND ORGANIZATIONAL SCIENCES

Sep 2018 - May 2020

- Evaluation plan for North America regional HR client organization Arup
- Intensive organizational behavior assessment center for Getty Leadership Center
- Organizational culture project for private, family-owned property management firm
- Organizational behavior project for ICM Partners - creative talent agency undergoing HR restructuring
- Competition: BCG Datathon - team leader for invitation only data science business case competition

Professional Development

2020 - 2021 **Data Scientist with Python**, Certificate

DataCamp

Data Scientist with R, Certificate

Data Visualization with R, Certificate

Designing and Analyzing Clinical Trials in R, Certificate

Machine Learning Scientist with Python, Certificate

Machine Learning Scientist with R, Certificate

Network Analysis with R, Certificate

R Programmer, Certificate

Shiny Fundamentals with R, Certificate

Spatial Data with R, Certificate

Survival Analysis in R, Certificate

Statistician with R, Certificate

Time Series with R, Certificate

2021 **Certified Six Sigma Black Belt**, Certificate

Six Sigma
Academy
Amsterdam