**Cassandra A. Merry**

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**HR Analyst (HR Analytics and Budgeting Team)**

**Professional Summary**

Results-driven HR Analytics professional with over 7 years of experience in leveraging data-driven insights to optimize workforce productivity, drive strategic decision-making, and align HR processes with business objectives. Proven track record in managing complex projects, leading change management initiatives, and delivering actionable recommendations to senior stakeholders. Expertise in financial planning, budgeting, and forecasting, with a strong focus on HR metrics and cost analysis. Skilled in advanced data analytics, process automation, and HRIS implementation, particularly Workday. Currently enhancing HRIS expertise through Workday certification to complement extensive experience in HR analytics and strategic operations. Adept at collaborating with HR Business Partners, finance teams, and cross-functional stakeholders to drive operational improvements and support organizational growth. Passionate about leveraging HR technology and analytics to drive business success in a dynamic, global environment.

**Core Competencies**

Workday Configuration & Implementation • HR Analytics & Reporting • Project & Program Management • Stakeholder Communication • Change Management & Process Improvement • Data Visualization • Strategic Decision-Making • Cross-Functional Collaboration • Process Automation • Data Modeling & Forecasting • FTE Analysis & Management • Performance-Based Compensation Design • Organizational Development

**Certifications**

* **Workday in Action Certification** (Coursera) - *In Progress, Anticipated Completion: Oct. 2024*
  + Mastering end-to-end business processes across Workday HCM, Recruiting, Compensation, Benefits, and Financial Management modules
  + Developing expertise in data management, process initiation/approval, system navigation, and maintaining worker and transactional data
* **Workday Basics Certification** (Coursera) - *In Progress, Anticipated completion: Oct. 2024*
  + Gaining foundational knowledge in Workday's core concepts, navigation, and basic configuration

**Experience**

**University of Washington Medical Center (UWMC)** | Seattle, WA *100% Remote* 01/2021-09/20204

**Senior Productivity Data Analysts**

Led data-driven projects to optimize workforce productivity and financial performance across a major healthcare system, paralleling strategic HR and operations management in a global context.

* Spearheaded the migration of the organization-wide Labor Budget (tens of millions of dollars) from an in-house program to Workday, ensuring accurate reflection of budgets and alignment with strategic goals set by C-suite executives
* Collaborated closely with budget teams, managers, and leaders to configure Workday for precise budget allocation and reporting, resulting in improved financial oversight and decision-making
* Designed and maintained interactive dashboards in Workday, Tableau, and PowerBI, enabling real-time monitoring of productivity metrics and financial KPIs for workforce optimization
* Led cross-functional projects with finance, HR, and operations teams, ensuring alignment between productivity benchmarks, compensation strategies, and Workday implementations

*Select Achievement:* Developed a predictive modeling tool within Workday that improved workforce planning accuracy by 20%, leading to an estimated $5 million in annual cost savings through optimized staffing levels and budget allocation

**UWMC School of Medicine** | Seattle, WA *100% Remote* 01/2020-12/2020

**Assistant Director of Financial Business & Planning**

Directed financial planning and departmental funding processes, ensuring alignment between operational outcomes and compensation structures.

* Led the development of advanced financial models to support departmental funding decisions, ensuring compliance with regulations and optimized resource allocation.
* Managed HR data analysis and reporting, providing actionable insights that informed faculty compensation strategies and aligned with organizational goals.
* Collaborated with cross-functional teams to streamline financial tracking and reporting systems, analogous to improving HR ways of working in a global environment.

*Select Achievement:* Implemented a compensation modeling tool that improved planning accuracy by 20%, reducing planning time by 30%.

**Northwest Hospital (UWMC)** | Seattle, WA 04/2014-01/2020

**Lead Compensation & Practice Analyst**

Spearheaded the development and integration of provider compensation structures, driving strategic decision-making and ensuring competitive, equitable practices.

* Designed and implemented performance-based compensation models for 500+ healthcare providers, aligning individual incentives with organizational goals and resulting in a 15% increase in provider satisfaction.
* Led a cross-functional team of 10 members in a complex merger project, successfully integrating compensation models with a 98% retention rate of key personnel.
* Developed and maintained a suite of compensation analytics dashboards using Tableau, providing real-time insights to leadership and reducing ad-hoc reporting requests by 40%.
* Established standardized data reporting cadences, improving the timeliness and accuracy of compensation-related decision-making by 25%.

*Select Achievement*: Designed an interactive dashboard that significantly improved tracking of compensation and practice performance, leading to a 30% increase in the accuracy of budget forecasting and a 20% reduction in compensation-related disputes.

**Seattle Children’s Hospital** | Seattle, WA 09/2012-03/2014

**Data Specialist – Medical Staff Services**

Led comprehensive data management and quality assurance initiatives, ensuring compliance with regulatory standards while driving operational efficiency and data-driven decision-making.

* Developed and implemented robust data management strategies for 2,000+ medical staff credentials, enhancing data accuracy by 35% and reducing credentialing process time by 20%.
* Spearheaded the optimization of data integration processes across 5 different hospital systems, reducing data inconsistencies by 50% and improving overall data reliability.
* Collaborated with cross-functional teams to streamline credentialing processes, resulting in a 30% reduction in turnaround time for new physician onboarding.
* Pioneered the adoption of Tableau within the department, developing 15+ operational dashboards that enhanced visibility of key performance indicators for senior management.

*Select Achievement*: Led the implementation of a new data quality assurance program that reduced errors in medical staff data by 40%, significantly improving regulatory compliance and patient safety measures.

**Technical SKILLS**

Workday (HCM, Reporting, Business Processes, Security - certification in progress) • HR Analytics & Reporting: Advanced Excel (macros, VBA), PowerBI, Tableau • Data Analysis & Visualization: Tableau, PowerBI, Spotfire • Project Management: Agile methodologies, Change Management • Enterprise Software: SAP (Business Objects), Epic, Kronos Analytics • Microsoft Office Suite

**Education & AWARD**

**UNIVERSITY OF WASHINGTON | Seattle, WA**  
Bachelor of Science in Informatics and Information Management

* Focus on data management, information systems, and analytical methodologies, providing a strong foundation for HR analytics and strategic operations.

**UW MEDICINE CARES AWARD | 2024**

* Recipient of the UW Medicine CARES Award for outstanding use of data and professional communication. Recognized for excellence in leveraging HRIS and analytics tools to drive strategic HR decisions, and for exceptional ability to communicate complex data insights to diverse stakeholders, facilitating successful system implementations and process improvements.