

JARED GRANT

Milwaukee, WI

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DATA SCIENCE AND ANALYTICS DIRECTOR

Insight-Driven Analytics Translating Strategy into Execution

Innovative and strategic professional guiding organizations to make effective, more profitable decisions across complex, matrixed environments. Business-first analytics approach aligning strategy, process optimization, and disciplined implementation to drive tangible outcomes. Recognized for combining executive vision with operational rigor to build and lead high-performing analytics and data science teams delivering scalable enterprise capabilities. Guides organizations through evolving technologies with focus on practical, reliable solutions tied to real business outcomes.

CORE COMPETENCIES

Strategic Analytics Leadership | Business Process Optimization | Data Driven Decision Strategy

Profitability and Performance Management | Predictive and Statistical Modeling

Operational Execution and Deployment | Enterprise Analytics Capability Building | Cross-Functional Delivery

Portfolio and Project Leadership | Innovation and Change Enablement

PROFESSIONAL EXPERIENCE

MANPOWERGROUP (NA Data & Analytics COE), Milwaukee, WI

2021 to 2026

Director of Analytics

Defined and led analytics strategy across North American brands, evaluating emerging vendors and technologies, prioritizing solutions by business impact, and advising senior leaders. Served as NA Regional Innovation Captain to Global Innovation Committee, driving adoption of enterprise-wide analytics capabilities; Led team of 7.

- Architected and led deployment of an automated job-matching model leveraging Snowpark UDFs and proprietary outcomes data to predict likelihood of job acceptance and role success given skills and job profiles; integrated with front-office and delivered 2x engagement performance versus standard approaches.
- Designed and implemented business forecasting methodology and model that predicts performance across multiple outcomes with accuracy levels more than 10x higher than prior manual forecasts submitted by local business managers.
- Partnered with North America leadership to develop Workforce Success Methodology, a model-driven framework assessing client partnership performance with user-entered attributes and reporting tools; deployed via web application and analytic dashboards, to optimize profitability and workforce outcomes.
- Led regional analytics transition from on-prem analytics to cloud ecosystem (Azure / Snowflake), optimizing system performance, advocating for capability, enabling advanced cloud capabilities, and ensuring seamless deployment and administration across environments.
- Established data science practice to support modern analytics. Contributed to organizational design of Data and Analytics COE, aligning resources and efficiencies through cross-functional collaboration. Led automation efforts and process transformation supporting business, functions, and shared services.

MANPOWERGROUP (NA Analytics and Decision Intelligence), Milwaukee, WI

2020 to 2021

Manager, Data Science

Oversaw team of 4 and partnered with cross-functional teams and business stakeholders to guide solutions while upskilling analysts in data science and support the growth of global data science community through best practice sharing and collaboration.

- Developed ACA Status Model to predict full- or part-time contingent worker status, recouping \$15M in assessed penalties over five years and reducing annual tax liability by \$17M.
- Designed and deployed Order Priority Model to allocate resources to highest-value orders, integrated with front-office systems, driving \$5-\$10M in annual profit.

MANPOWERGROUP (NA Analytics and Decision Intelligence), Milwaukee, WI

2017 to 2020

Senior Data Analyst

Developed data pipelines, analytical models, and reporting assets, embedding insight and data science into day-to-day business decision-making. Translated business processes into scalable analytics products to improve profitability and performance.

- Architected Recruitment Difficulty Index, statistical model that synthesizes external labor market signals - unemployment rates, wage trends, job posting activity, and demographic data - predicting recruiting difficulty for specific roles, geographies, and wage levels.
- Developed Client Stability Index, integrating labor market indicators with historical client performance patterns - ordering behavior, turnover trends, and overtime utilization, assessing client health, and showing workforce stability opportunities.
- Optimized real estate strategy with predictive models analyzing storefront performance, traffic, demographics, workforce proximity, and client worksites; deployed via web application with dashboarding to evaluate real estate scores versus manager performance and KPIs to inform location decisions and value of the real estate portfolio.

MANPOWERGROUP (Sales Engineering & Operations), Milwaukee, WI

2015 to 2017

Senior Sales Analyst

Performed analysis to provide CRM insight and external market indicators, strengthening sales decision-making. Delivered data solutions, predictive models, and dashboards to improve revenue realization, forecasting, and sales performance.

- Implemented CRM Opportunity Scoring model to evaluate sales opportunities on winnability, viability, and contract lifetime value, successfully identifying winnable opportunities 86% of the time.
- Increased client churn prediction accuracy 70% by integrating CRM data with invoicing and financial analyses, focusing on revenue realization and client outcome patterns.
- Launched dashboard toolkit integrating internal and external data, producing client-facing labor market visualizations that streamlined analysis and enhanced market intelligence quality.

ADDITIONAL RELEVANT EXPERIENCE

MRCOG, Albuquerque, NM, **Research Analyst**

UNIVERSITY OF WYOMING AND UNIVERSITY OF NEW MEXICO, **Graduate Assistant**

EDUCATION

Master of Arts (MA), Economics, University of New Mexico, Albuquerque, NM

Bachelor of Science (BS), Economics, University of Wyoming, Laramie, WY

PUBLICATION

Agricultural Risk Management: The Case of Wildlife Risks
Economics of Predator Control: The Unanswered Questions

TECHNICAL SKILLS

Azure | Tableau | PowerBI | Alteryx | Stata | R | Python | SQL | MS Office | Snowflake | MongoDB