

# JUMPEI KATO

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## EDUCATION

**Northwestern University**, Evanston, IL  
Master of Science in Data Science

June 2021

**Teachers College, Columbia University**, New York, NY  
Master of Arts in Adult Learning and Leadership (Organizational Development)

May 2017

**Gakushuin University**, Tokyo, Japan  
Bachelor of Arts in Teaching Japanese as a Second Language focusing on Cross-Cultural Communication

March 2009

## PROFESSIONAL EXPERIENCE

### **Panalyt, Tokyo**

Mar 2022 - Present

#### *HR Data Scientist*

Sep 2024 - Present

- Design and implement headcount simulation frameworks using probabilistic and stochastic modeling to forecast future workforce size and labor costs under various attrition and transfer scenarios.
- Develop attrition driver analysis (ADA) models with Explainable Boosting Machines (EBM), logistic regression, and Bayesian approaches to identify causal and interpretable retention factors.
- Conduct data cleansing, standardization, and feature engineering on longitudinal employee datasets (tenure, organization, job grade, function, etc.) to enable consistent cross-company analysis.
- Lead advanced causal inference and statistical modeling to evaluate intervention effects, training impact, and internal movement likelihood, leveraging techniques such as propensity scoring and Bayesian inference.
- Collaborate with executives and HR leaders to translate model insights into strategic workforce actions, including targeted retention, reskilling, and organizational design decisions.
- Communicate findings through interactive dashboards and evidence-based presentations, bridging the gap between complex analytics and actionable HR strategy.
- Design and manage a data accuracy strategy that serves as the core foundation for effective people analytics.

#### *Product Manager*

Sep 2024 - Present

- Coordinate cross-functional collaboration among People Consultants, Data Engineers, and Development Engineers to align technical and business goals and ensure seamless communication across teams.
- Manage project timelines, resources, and stakeholder expectations to deliver product milestones efficiently and on schedule.
- Design and define people analytics metrics grounded in a strong understanding of HR data structures and organizational dynamics to drive data-informed decision-making.

#### *People Analytics Consultant*

Mar 2022 - Sep 2024

- Supported clients in understanding and transforming HR data by leveraging the Panalyt database and data-cleansing processes.
- Analyzed organizational issues and guided clients in deriving actionable insights using the Panalyt BI platform.
- Facilitated information sessions to enable clients to effectively utilize the Panalyt app and drive data-driven decision-making.

### **UNICEF, United Nations Children's Fund, New York, NY**

August 2019 - Mar 2022

#### *HR Data Analyst*

- Data process automation: Build an automated system with Python and PowerBI that processes HR data regularly.
- Statistical analysis: Conduct a statistical analysis in HR data such as recruitment efficiency, gender diversity, outreach, etc.
- Data visualization: Manage the PowerBI platform and ensure that the core HR data is shared with the stakeholders.
- Training: Provide training with the HR focal point to share how to use the tools that we share and to utilize data analytics.

### **UNFPA, United Nations Population Fund, New York, NY**

September 2017 – July 2019

#### *HR Learning Specialist/Data Analyst*

- Design and perform learning needs analyses when designing new learning activities.
- Perform an analysis for over 29,000 registrations and learning activities.
- Analyze learning impacts of learning contents based on post-survey feedback.

### **NAGASE BROTHERS INC., Tokyo, Japan**

April 2009 – March 2014

#### *Branch Chief and Educational Coach*

- As branch manager, improved productivity of a school with 20 staff and 200 students, eliminated a \$110,000 deficit, and increased employee retention by 60% through monthly workshops and coaching sessions.

## SKILLS

**Certificates:** Machine Learning Certificate (Columbia University), Statistics in HR (AIHR), HR Analyst (AIHR), HR Analytics Lead (AIHR),

**Computer:** Python, R, SQL, PowerBI