PAT TAYLOR | Business Intelligence & Data Analytics

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Data-focused Product Market Manager and operational leader with 10+ years of experience. Experience turning multi-source data into self-serve BI solutions, executive KPI frameworks, and actionable market insights. Proven track record building automated Snowflake and Tableau Prep pipelines, architecting Tableau dashboards, and leading full-stack data troubleshooting.

CORE ANALYTICS & TECHNICAL SKILLS

BI & Visualization: Tableau Desktop, Tableau Server/Cloud, Executive Dashboards, KPI Architecture, Self-Serve Reporting, Ad-Hoc Analysis
Data Engineering & Prep: Tableau Prep, Snowflake Data Warehouse, ETL Pipeline Troubleshooting, Data Blending, Data Governance & QA
Analytics & Tools: Market & Wage Benchmarking, Cohort & Quartile Modeling, Microsoft Excel (Advanced), Linux Systems, Service Virtualization
Languages: English (Native), Spanish (Professional Working Proficiency - OPI Intermediate Mid-Level), SQL (Low), DAX (Intermediate)

EXPERIENCE

Product Market Manager | Tradesmen International — June 2025 – Present

- **BI & Dashboard Architecture:** Design and deploy interactive Tableau dashboards enabling market stakeholders to self-serve KPIs and track performance trends in real time.
- **Data Curation & Modeling:** Utilize Tableau Prep and Snowflake to clean, blend, and structure multi-source datasets - building automated pipelines that reliably refresh project metrics.
- **BI Re-Architecture & Vendor Offboarding:** Replaced external BI consultants by auditing and rebuilding legacy Tableau workbooks in-house, resolving chronic data accuracy issues and eliminating vendor dependency.
- **End-to-End Troubleshooting:** Audit and resolve discrepancies, broken tables, and calculation errors across the full stack (ETL, Snowflake, and Tableau), partnering with IT to fix root causes and minimize downtime.
- **Market Insights & Strategy:** Synthesize historical performance, trade availability, and macroeconomic trends into targeted recommendations for local market leaders.

  Selected Analytics Projects:

  - **Market Demand & Wage Intelligence Tool:** Blended internal metrics with external job posting and wage data to track competition, employment concentration, W2 activity, and wage trends across SOC5 codes, MSAs, and markets.
  - **VP-Level Area Growth Dashboard:** Built an executive dashboard comparing YoY growth, FY vs. LY weekly pacing, and individual-to-market benchmarks to pinpoint regional growth drivers.
  - **Recruiter Productivity Suite & QBR Dataset:** Deployed a unified weekly/monthly/YTD performance suite for 1:1 and annual reviews alongside a standardized QBR dataset with automated performance quartiles.

Workforce Regional Team Lead | Tradesmen International — May 2022 – June 2025

- **Organizational Scaling & Leadership:** Scaled regional recruiting operations from 21 to 70+ recruiters; directed 4 managers and 40+ recruiters across industrial and travel verticals, optimizing workload distribution and resource allocation.
- **KPI Architecture & QBR Reporting:** Developed company-wide performance KPIs to standardize week-over-week tracking; presented Quarterly Business Reviews (QBRs) highlighting key revenue drivers and strategic initiatives.
- **Full-Funnel Process Expansion:** Designed and led the Workforce Coordinator (WC) role expansion integrating technical interviewing, structured onboarding, and KPI alignment to increase recruiting capacity.

Area Team Lead | Tradesmen International — April 2021 – May 2022

- **Data-Driven Performance Management:** Leveraged operational reporting to track team KPIs, balance recruiter workloads, and execute targeted performance improvement plans across regional offices.
- **Team Enablement & Training:** Managed, trained, and coached Project Coordinators; authored standardized training guides and operational playbooks for Project Coordinator and Team Lead roles.

Tradesmen International Project Coordinator (Feb 2015 - Apr 2021) • Recruiter (Aug 2014 - Feb 2015)

EDUCATION & COMMUNITY LEADERSHIP

University of Akron — B.A. in Spanish, Minor in Philosophy (2014)

Akron Celtic Guards Hurling Club [501(c)(3)] — Board Member (Chair, Treasurer, GDO; 2010–2024); co-authored club bylaws and secured federal 501(c)(3) Exempt status.