

# GEOFFREY RUGARABAMU

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## EXPERIENCE

**Meta**, New York, NY

*Data Governance and Analytics*: October 2021 - Present

### **Strategy and Analysis**

- Defined and tracked OKR-aligned metrics across five People Analytics domains including Attrition, Performance, and Compensation, ensuring leadership had consistent, decision-ready data to evaluate progress and reset priorities.
- Led an AI-readiness assessment for 300+ People Analytics metrics, producing a canonical framework that aligned definitions across teams and positioned the organization to scale AI-driven analysis.
- Conducted opportunity sizing analyses to identify and prioritize data quality investments across reporting workflows, working cross-functionally with data stewards, engineering, and People Operations stakeholders.
- Served as go-to SME for company-wide monthly attrition reporting, shifting output from static headcount counts to narrative-driven analysis that surfaced patterns, potential drivers, and early signals informing People strategy decisions.

### **Dashboard Infrastructure and Insights Delivery**

- Led end-to-end development of centralized dashboards measuring effectiveness of remote applicant policy initiatives and Organizational Effectiveness projects, translating complex People data into clear visual narratives for executive audiences.
- Built anomaly detection and alerting for 20+ critical metrics using SQL, enabling earlier identification of data quality issues, reducing reactive reporting work by over 20 hours per domain SME on a monthly basis.
- Optimized dashboards for usability and performance, ensuring self-serve solutions remained accessible and reliable for the stakeholders depending on them.
- Developed and maintained SQL-based data pipelines that improved reliability and accessibility for downstream analytics and reporting workflows across People Operations.

### **Cross-functional Stakeholder Partnership**

- Led employee feedback and data reconciliation efforts across Finance and Performance teams, resolving discrepancies and aligning interpretations so stakeholders could trust what they were seeing.
- Partnered with data stewards to implement access-control mappings for sensitive datasets, improving platform trust and usability across reporting tools.
- Designed pre-production validation and UAT checks that caught data issues before they reached leadership, shifting the team from reactive fixes to proactive quality control.
- Standardized attrition metric logic across teams, eliminating conflicting interpretations and giving leadership a single, trustworthy number.

**The New School**, New York, NY

Senior Research Analyst: October 2018 - October 2021

- Built a compliance data-gathering framework to streamline collection of required federal data (IPEDS and state reporting), reducing manual effort by 10% and improving accuracy.
- Conducted sentiment analysis using Python on long-form survey responses, translating qualitative data into structured insights used for institutional planning.
- Coordinated qualitative and quantitative data gathering for external surveys, ensuring timely delivery and data integrity across multiple reporting cycles.

Data Analyst: November 2015 - October 2018

- Designed and maintained Annual Benefit and Alumni Participation reports used by the President and Board of Trustees.
- Migrated reporting codebase from Hyperion to SQL Developer and SQL Server, standardizing team infrastructure.
- Created interactive Tableau dashboards for the Annual University Benefit used by Chief Development Officer reports.
- Managed Annual Fund campaign reporting, alumni participation analysis, and end-of-year financial audit deliverables.

**Berkeley College**, Newark, NJ

Institutional Effectiveness Senior Research Assistant: August 2012 - June 2013

- Generated statistical planning reports for the Board of Trustees and collaborated on mandatory state and federal reporting.
- Designed surveys for institutional assessments and contributed to the Common Data Set, building early fluency in compliance-driven reporting.

## EDUCATION

MS in Economic Analysis - CUNY Brooklyn College

BA in Economics (Honors) w/ minor in Math & C/S - Manhattanville College

## TOOLS & TECHNOLOGIES

SQL (Presto, SQL Server, Oracle) • R • Tableau • Excel • Python • Visier • Hyperion • BDP (similar to Collibra)