



Jack Braithwaite

*HR Technologist, Data Insights
Analyst & HRBP*



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Senior HR Systems and Data Analyst Expert

HR, Data & Analytics Background

Over 15 years of deep experience as an **HR Technologist, Data Insights Analyst** and **Visualiser** with a strong background in **HR Business Partnering** cross-industry and internationally.

An expert in transforming complex HR/Business data into actionable insights through advanced **Power BI & Excel dashboards**, analytical models and **HRIS / Payroll** data integrations & HRIS customisations.

Proven track record across large-scale complex projects, developing bespoke **analytics**, and enhancing HR systems to drive business strategy.

In 2025, after relocating my elderly father from Sydney to Poland, I made the important decision to take a sabbatical for a year. This allowed me to spend more quality time with my father and help care for him before he passed.

During this time, I serviced clients practicing as an **HR & Analytics Freelance Consultant**.

This time also gave me the opportunity to study music production at various academies and relocate from London, UK to Wellington, New Zealand.

Refreshed and rejuvenated, I am now looking forward to supporting businesses locally in Wellington with their data, HR and system needs.

Qualifications

Business and Data Analytics Qualifications

Imperial Business Analytics: From Data to Decisions

Imperial College Business School: Executive Education

New Zealand Employment Law: Online Programme *HRHQ New Zealand*

Bachelor of Arts in Organisational Learning, Major in Human Resource Development *University of Technology, Sydney*

Industry Snapshot & Experience

Technology and Specialty Retail 5 years
Senior Analytics, HRIS & Project Management

Not for Profit and Community Services 3 Years
HR Analytics, HRIS & HR Business Partnering

Media, Law and Consulting 2 Years
HR Business Partnering & ER

Adult Education Industry 5 Years
HR Generalist

Specialist Systems and Software Expertise

HRIS Database Systems: SAP SuccessFactors,
+ *advanced report building* CHRIS21, SharePoint,
and *system customisation* ADP

Data Analytics Power BI, Excel, SQL, Python

IT Database Integrations Boomi, Microsoft Azure

HR Engagement Tools Glint, Gallup, Korn Ferry

HR Recruitment Tools PageUp, MyRecruitment+

Core HR & Data Analytics Skills

- **15 years of cross industry & international HR Business Partnering experience.** Servicing both blue and white collar organisations including specialty retail, media, adult education and community services.
- **Expert in transforming complex HR and business data** into clear, accessible metrics for actionable insights.
- **Designing and deploying analytical HR / Financial models** to forecast change and test business decisions.
- **Advanced Power BI, Excel visualisation** and interactive dashboard automation.
- **Broad HRIS and IT Systems customisation.** Including using advanced HRIS report modules (SAP Success Factors, CHRIS21, ADP, Azure, BOOMI, Glint, Gallup)
- Overseeing bulk data quality audits, HRIS system loads, mass change & **data integration between platforms.**



Expanded Professional Work Experience

Freelance HR & Data Analytics Consultant / Sabbatical

HR Data Consultant / Student Sabbatical

Freelance Consultant - Upwork

**Freelance Consultant
12 Month Sabbatical 2025**

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Currys Group Limited (Technology & Specialty Retail – London, UK)

Senior People BI & Analytics

November 2019 - October 2024

Role Focus

- The Senior Analyst within the People Analytics function at Currys (formerly Dixons Carphone). At its peak, supporting approximately 20,000 colleagues across the UK and Ireland during major retail periods.
- Developed and supported the People Analytics roadmap including ongoing collaboration with HRBPs and operational leaders to ensure HRIS/data effectiveness and accuracy.
- Produced monthly executive employee turnover trends alongside ad-hoc deep dive analysis and metrics for various HR COE functions (Talent, Diversity, Recruitment, Performance etc).
- Designed and deployed both strategic and operational HR dashboards using HRIS reports, Excel, and Power BI to integrate data from HR, payroll and other business sources.
- Managed data changes for major and complex organisational HRIS changes including bulk data loads, system foundation object changes, including coordinating with upstream and downstream system owners.
- Acted as a data specialist for company restructures, engagement surveys, HR technology deployments, data audits, providing analytical models for insights. Coordinated with internal and external system specialists on HRIS upgrades and customisations, serving as analytics lead on the HR Change Advisory Board.
- Supported the diversity team with submission and data capture for a range of complex governmental and industry reporting requirements (eg Annual Parker Review and Northern Ireland Equality Commission reports).

Key Achievements

- Designed the organisation's first HR analytics database (Azure) integrating HR and payroll data, enabling scalable, automated Power BI reporting solutions such as employee turnover. Produced an internal Data Lakehouse whitepaper covering the expansion to 17 different systems and modules across the organisation.
- Managed the analytics workstream for the HR transformation project, transitioning HR operations and payroll to a third party (Capgemini), including developing contractual and commercially impacting KPI's between organisations spanning HR Operations, payroll and resourcing.
- Enabled advanced turnover KPI forecasting and reporting, including the design of historical-mapping tables to consistently track turnover across various organisational restructures and mergers.
- Successfully managed the HRIS structural foundation object rebuild and mass data change from merger of Currys' legacy employing entities into a single, unified reporting hierarchy.
- Completed Currys' first PwC Saratoga Benchmarking report – a workforce benchmarking survey that analyses key human capital metrics (Organisational, Financial, Lifecycle and Social).
- Developed financial and HR analysis models, such as forecasting the impact of large-scale restructures and evaluating sickness leave policy harmonisation.
- Led international colleague engagement survey trend analysis (Korn Ferry) and managed the onboarding of a new engagement survey provider, Glint.
- Created an in house centralised Covid-19 isolation reporting platform using SAP SuccessFactors to track health and safety metrics.

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The Benevolent Society (*Not for Profit and Community Services – Australia*)**HR Solutions & Project Lead****May 2017 – July 2019****Role Focus**

- Supported a team of HR Business partners delivering regular workforce metrics and analytics covering topics such as turnover, operations, strategic initiatives, engagement, restructures and benchmarking.
- Designed and built multiple dynamic HR analytic dashboards in Power BI and Excel.
- Managed HRIS CHRIS21 system customisations and SharePoint workflow builds including general HR Systems and process changes collaborating with internal stakeholders such as IT, Finance and payroll.
- Supported HRBPs & L&D teams with Engagement, Gallup StrengthsFinder sessions and management coaching.

Key Achievements

- Led HRIS technical migration of 700+ employees from SAP SuccessFactors to CHRIS21 during the organisation's largest acquisition to date.
- Designed an in house turnover analysis model to identify high-impact, skill losses; enabling deeper insights.
- Transitioned payroll/HR processes from paper to a fully electronic system in SharePoint, automating workflows and boosting productivity – processing over 130+ employee changes monthly.
- Investigated and resolved a complex underpayment claim, reducing a \$20,000 union claim to \$4,000 through data-driven analysis.

HR Business Partner**August 2016 – May 2017****Role Focus**

- Provided senior HR advisory support & coverage for 3 HR Business Partners across Australia.
- Advised on performance management, termination, engagement, talent, employee relations, and project implementation.
- Managed HR metrics and analysis, coordinating key events such as engagement surveys, remuneration increases, and government reporting.

Key Achievements

- Collaborated with the Talent and IT teams to create an integrated online recruitment and onboarding process between CHRIS21 and MyRecruitment+, automating workflows boosting productivity for the business.
- Designed an online leave reporting dashboard, visualising key metrics and historical patterns to support management decision-making.

Southern Cross Austereo (*Media - Australia*)**HR Advisor (Contract)****July 2015 – August 2016****Role Focus**

- Provided HR services for a national workforce of 2,300+, partnering with senior and operational management on employee relations, performance management, flexibility, mental health, and staff development.
- Delivered management training and drafted scripts, Q&A documents, and formal letters for employee relations cases.
- Managed national workers compensation, liaising with staff, managers, and insurers, and contributing to WHS committee reports and board papers.
- Drafted business cases for redundancies and restructures, assessing HR risks and commercial viability.
- Coordinated and delivered HR and compliance training, including flexible work, bullying, WHS, and ethics.

Key Achievements

- Project managed a 3-day digital bootcamp for 50+ attendees, resulting in strategic revenue plans worth \$1–4M per market, in collaboration with the digital leadership team.
- Successfully managed a disputed psychological workers compensation claim, guiding the business through legal processes for termination due to illness and incapacity.
- Developed proposals for HR initiatives, including a paid parental leave scheme, disability employment programme, and new culture/engagement survey provider, with market benchmarking and financial feasibility analysis.

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Waverley Council NSW (Local Government - Australia)**HR Generalist (Contract)****May 2015 – July 2015****Role Focus**

- Full suite HR Business Partner coverage across, partnering with managers on senior recruitment, employee relations, workplace investigations, performance management, and organisational change.

Australian Business Lawyers & Advisors (Law & Business Services - Australia)**Workplace Relations Advisor****October 2014 – February 2015****Role Focus**

- Provided tailored industrial relations and HR advice to Business Chamber members across a diverse range of industries, covering policy, contracts, performance management, redundancy, leave, award interpretation, and workers compensation.

Navitas (Adult Education - Australia)**HR Business Partner & Advisor****March 2010 – October 2014****Role Focus**

- Supported a portfolio of 1,500 staff across multiple regions (Australia, New Zealand, and Singapore), providing HR guidance on industrial relations, change management, recruitment, remuneration benchmarking, performance management, and redundancy.
- Represented business units in Fair Work disputes, including conciliation and arbitration, and drafted critical communications during enterprise bargaining and industrial action.

Key Achievements

- Established a new business unit in New Zealand, developing localised contracts and advising management on employment law.
- Recommended and supported a termination for serious misconduct, resolving the case in conciliation and saving over \$20,000.
- Played a key role in launching a centralised HR Shared Services function in NSW, creating workflows and templates for broader business adoption.