

WILLIAM STEGEMANN

Senior HR Technology & Data Analyst

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PROFESSIONAL SUMMARY

HR technology analyst with nine years supporting Oracle HCM, UKG Pro, and the systems around them. Administers HCM platforms and builds the reporting and analytics layer using Power BI, SQL, Python, and the Power Platform. Established the HR analytics function at GoHealth.

CORE COMPETENCIES

HR Systems: Oracle HCM, UKG Pro, Taleo, Kronos, Engagedly, Qualtrics, Jira

Reporting and Analytics: Power BI, DAX, SQL, OBIEE, Power Query, Cognos

Development and Automation: Python, REST APIs, Postman, Power Apps, Power Automate, ETL

HRIS Operations: System administration, quarterly release management, UAT and regression testing, HDL data loads, compliance reporting

PROFESSIONAL EXPERIENCE

Consultant

Next Level | Chicago, IL | 03/2026 - Present

- Engaged by a small vision systems manufacturer to design and build a production planning and materials tracking application, replacing spreadsheet and manual processes, reading manufacturing files directly to surface job specifications, material requirements, and run times in a single searchable dashboard, so planning a run no longer requires opening files one at a time
- Connected supplier catalog pricing so material consumption draws down against on-hand inventory and reports cost per production run
- Used generative AI tooling for interface development and to reverse engineer undocumented file formats

Senior HR Data Analyst

GoHealth | Chicago, IL | 09/2023 - 07/2026

- Established HR analytics at GoHealth, which had no reporting capability prior, and built the Power BI suite used by executives and HR business partners
- Responsible for analytics slides for executive level presentations
- Designed a Power Automate and Power Apps pipeline that consolidated data from multiple HR systems into a central employee roster feeding dashboards, downstream automations, and HR business partner reporting
- Built a custom employee recognition application in Power Apps, covering peer recognition and quarterly award nominations
- Wrote Python scripts and REST API integrations using Postman across UKG Pro, Microsoft, and AWS services, covering gaps that would otherwise have required additional vendor modules
- Automated extraction of roughly 2,500 historical performance reviews from vendor software and built the automation to load them into UKG Pro employee files, replacing a manual effort scoped at several staff days
- Wrote DAX and SQL transformation queries supporting recurring workforce reporting
- Analyzed employee commute distance to support site location planning

Consultant

Focal Point Partners | *Chicago, IL* | 03/2023 - 09/2023

- Designed and implemented recurring compliance reports using OBIEE for multiple client organizations
- Developed data upload templates and HDL processes for mass data loads
- Analyzed Oracle HCM quarterly releases to identify data impact and reporting opportunities

HRIS Analyst II

Intuitive | *San Francisco, CA* | 03/2021 - 03/2023

- Automated recurring OBIEE reports and SQL scripts, cutting manual reporting by 90%
- Built workforce dashboards in Oracle HCM used by leadership
- Wrote complex SQL queries to extract, transform, and analyze data from HCM database tables
- Built automated data pipelines that fed recurring reporting
- Built Smartsheet forms and workflow automation to capture timekeeping for 5,000 employees during the Kronos ransomware outage, giving the business an interim record while the system was unavailable

HRIS Analyst

Great Dane | *Chicago, IL* | 05/2017 - 03/2021

- Supported Oracle HCM Fusion modules including Payroll across a corporate office and 10 plant locations
- Administered Taleo ATS and Kronos timekeeping for a 3,000+ employee population
- Built OBIEE reports and SQL queries supporting workforce planning and compliance
- Led testing and implementation of system upgrades, coordinating UAT and parallel run activities
- Started in IT help desk support before moving into HRIS

EDUCATION

Bachelor of Science, Technical Management | DeVry University