

# EMIL SAFAROV

## Data Analyst & Transformation Specialist

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### Professional Summary

10+ years of experience driving enterprise change through data strategy, performance reporting, and project delivery. PMI-ACP certified, with a proven track record designing KPI dashboards and supporting large-scale transformation programs.

### Skills

Organizational transformation analytics · KPI dashboards · Project portfolio metrics · Data modeling & governance · Agile project management (PMI-ACP) · Civil service & HR audit compliance · Tableau, Power BI, Excel, SQL, Python · SHRM-CP trained · Strategic reporting · Stakeholder engagement

### Work history

#### Head of Human Resources Department

Sep 2020 - Mar 2023

State Committee on Urban Planning and Architecture

Baku, Azerbaijan

- Led transformation of data ops across 6 public institutions during civil service reform, impacting 500+ staff.
- Built KPI dashboards and reporting systems, boosting effectiveness by 32%.
- Developed audit-ready HR pipelines, ensuring data integrity and compliance.
- Standardized reporting across teams, enabling real-time visibility and workforce planning

#### Portfolio Coordinator, PMO

May 2019 - Sep 2020

State Committee on Urban Planning and Architecture

Baku, Azerbaijan

- Consolidated and cleaned over 2TB of unstructured urban and workforce data from 40+ agencies as part of the Baku General Plan, leading feasibility analyses and planning benchmarks for strategic initiatives like the Creative Cluster and Illumination projects.
- Coordinated cross-agency data integration and standardized reporting inputs, delivering executive dashboards that enhanced workforce alignment and classification reform.
- Partnered with Boston Consulting Group to apply PMO best practices and strengthen transformation.

#### Roles: Reserves Head | Marketing Lead | Specialist

Oct 2010 - May 2019

Ministry of Culture and Tourism

Baku, Azerbaijan

- Oversaw data accuracy and reporting for 6,000+ cultural sites across 11 agencies, improving compliance and laying groundwork for analytics-driven operations.

### Education

#### Master's degree: Public Administration

Jun 2023

Public Administration Academy

Baku, Azerbaijan

#### Master's degree: Diplomacy

Jun 2013

Baku Slavic University

Baku, Azerbaijan

#### Bachelor's degree: International Relations

Jun 2009

Azerbaijan State Economic University

Baku, Azerbaijan

### Certifications

Data Analytics Program (CareerFoundry)

Jun 2025

Data Analytics Certificate (Santa Monica College)

Jun 2025

SHRM-CP Training (Certificate of Achievement)

Jan 2023

PMI Agile Certified Practitioner (PMI-ACP®)

Jun 2021

### Data Analytics Projects

Agile Transformation Blueprint; Modeled healthcare access in 3,000+ U.S. counties using clustering/regression: Built investor-ready finance dashboard for GameCo's U.S. launch.