

FRANCISCO MADRID

HRIS Analyst | Data-Driven Solutions | Power BI | Application Development

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EXPERIENCE

HRIS Analyst

Hanes Brand

2023 - 2025 Villanueva

- Architected custom Power Apps applications, automating complex HR workflows and improving cross-team operational efficiency.
- Developed interactive Power BI dashboards using SQL-based data models to provide HR stakeholders with real-time Business Intelligence.
- Executed ETL processes and managed database queries to ensure data integrity and accessibility for global reporting.
- Optimized workforce planning strategies by translating complex datasets into actionable visual insights for senior leadership.

Human Resources Assistant

Hanes Brand

2022 - 2023 Villanueva

- Managed SharePoint environments, achieving 99% system uptime and ensuring compliance with data management policies.
- Administered Moodle LMS, overseeing user support and performance tracking for enterprise-wide e-learning initiatives.
- Deployed a Power Apps solution that streamlined supervisor access to performance analytics, enhancing decision-making speed.

Internship

Hanes Brand

2021 - 2022 Villanueva

- Designed and developed a full-stack Human Resources management web application to streamline workflows, automate tasks, and improve user experience.
- Created dynamic Power BI reports with real-time KPI visualizations to support data-driven decisions across HR and management.
- Performed data analysis and processing to ensure data quality, integrity, and usability, improving operational efficiency.
- Leveraged web development, database management, and process optimization to deliver scalable, business-aligned solutions.

EDUCATION

Bachelor in Computer Science

Universidad Católica de Honduras

2018 - 2024 San Pablo

- Campus San Pedro y San Pablo

Information Cybersecurity Certificate

Universidad Tecnológica Centroamericana

Present San Pedro Sula, Honduras

- Certification focused on the principles of cybersecurity, including protecting systems, identifying risks and vulnerabilities, applying security controls, and understanding ethical and professional responsibilities in securing digital information and networks.

Master in DevOps - In Progress

Universidad Internacional de La Rioja (UNIR)

03/2026 - Present Madrid, Spain

- Graduate program focused on modern DevOps practices, covering cloud infrastructure, CI/CD pipelines, automation, containerization, monitoring, and collaboration between development and operations teams to deliver scalable and reliable software.

SUMMARY

Data-Driven HRIS Analyst & Full Stack Developer with 3+ years of experience specialized in Business Intelligence (BI), Process Automation, and Web Development. Expert at translating complex data into scalable digital solutions using JavaScript (React, Node.js), SQL, and Power Platform. Proven track record of enhancing operational efficiency through ETL processes, reducing data entry errors by 30%, and maintaining 99% system uptime for enterprise environments. Focused on delivering user-centered, data-integrated applications that drive informed decision-making.

KEY ACHIEVEMENTS



Power BI Dashboard Implementation

Engineered Power BI dashboards with SQL data models, reaching 500+ monthly views by stakeholders.



Process Optimization

Optimized ETL processes, reducing HR data entry errors by 30% within six months.



System Reliability

Led SharePoint infrastructure upgrades, maintaining 99% system uptime for three consecutive quarters.

SKILLS

Power Bi

Data Visualization

SQL

Python

React

Astro.js

Next.js

Database Management

ETL Processes

Moodle LMS

SAP SuccessFactors

HR Workflow Automation

Data Integration

UI/UX Fundamentals

Git

Node.js

KPI Tracking

LANGUAGES

Spanish

Native

