

Shane Kercheval, MBA

Full-Stack; Growth Engineer; Strategist

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Hello!

It's difficult for a company to find people who are hard-working and passionate. The passion part is the most difficult. Creating passion requires a common set of values and purpose. Companies create the most value for their customers and employees when they establish a culture with strong values/vision and then find people who align with that culture.

Employees, on the other hand, need to better understand and communicate what motivates us and allows us to become passionate. Doing so lets both parties make informed decisions, increases satisfaction, and decreases turnover. Please let me attempt that, below.

My ideal environment is where I will have a **sense of purpose**, as well as a measurable or observable **impact** on the company. I don't want to be a cog in the machine. I want the opportunity to collaborate with others and help drive the company to its vision. Therefore, it's important for me to be part of an organization or group that shares a **common vision** that everyone works towards.

It's also important that the company has a strong **culture of trust and autonomy**. And the degree of **transparency** between the company and the employee is indeed correlated with the company's ability and desire to delegate. Without transparency, employees don't have the information they need to make decisions. Here's a great (albeit extreme) example of transparency: <https://buffer.com/transparency>

Other cultural values that are important to me include: honesty and integrity, gratitude and respect, commitment to continuous improvement and learning, excellent communication and ability to reduce assumptions, meticulousness, strategic long-term thinking, agile execution, balance between defined processes and flexibility to strategically break rules when needed, work-life balance, and a company dedicated to creating value for its employees and its customers.

Also, please note that I'm looking for a **remote position**. After five years of working in an office and then working remotely for the last two and a half years, I have a strong desire for the latter. I value the **independence** and flexibility inherent in remote work as well as the level of **concentration** it allows. I found that my **productivity** substantially increased when I shifted from an environment of constant interruptions to one of extreme focus. Creating a remote environment forces the company to explicitly define its culture and processes to a level that the company may not have done otherwise. When people aren't consistently face-to-face, more effort and attention are required for communication, team buy-in, and gauging the state of morale. This explicit effort and attention can result in a healthier work environment than even some face-to-face companies can achieve. With today's technology, there's no reason why we can't **work together** and **build relationships** all over the world.

My passion for continuous learning and improvement has enabled me to build up a **diverse skill-set**, one that allows me to see the big picture and **navigate complex challenges**. It also allows me to **collaborate with and bridge the gap** between various roles (for example, between the customer, engineering, marketing, and finance) and help drive efforts forward.

Please let me know if my skill-set (better defined on the next page) and my cultural beliefs can add value to your company.

Thank you for your time and consideration.

Sincerely,

Shane Kercheval

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Full-Stack; Growth Engineer; Strategist

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Sites | <http://shanekercheval.me>
<http://shanekercheval.me/blog>
Continuous Education Board:
<https://trello.com/b/lpdNoKgS/continuous-education>

Who I am

I'm a software engineer turned marketer turned data nerd. I'm very curious in general and love to learn.

I approach data analysis from a 'full-stack' perspective, bringing many skills to the table: statistics, marketing,, psychology, website optimization, analytics, SEO, programming, and strategy.

These diverse skills allow me to see the big picture and navigate complex challenges.

My ideal environment is fast-paced, working with people who are passionate and empowered by leadership. I fit best in small to medium-sized companies that have a passion for delivering value.

Experience

- **Auth0** (from May of 2016 to the present)
Growth Strategist, Data Analyst
 - Use statistical analysis and supervised/unsupervised machine learning to analyze marketing/sales data; transform raw data into business knowledge and effectively communicate insight in order to guide data-driven decisions.
 - Lead A/B testing team; organized/prioritized test ideas; worked with stakeholders and engineering to plan and implement experiments
 - Created highly configurable R program that analyzes attribution data, filtering/highlight significant daily/weekly/monthly trends in site visits and conversion rates;
 - Develop mockups for various web-pages to jump-start page redesigns
- **IntelliTect** (from September of 2013 to May 2016)
Expert Generalist, Strategist
 - Led initiatives to create new services and solutions for niche markets. Developed strategic objectives and created websites, marketing materials, and marketing copy.
 - Delivered 'business analysis' & financial forecasting consultations and reports for clients; very positive feedback
- **GoDirect Foods** (side job, from July of 2014 to November 2015)
Advisor, Strategy Consultant
 - Identified key business activities and strategic options
 - Provide guidance into scientific method of validating hypotheses
 - Set up (google) analytics system to aid in data-based decisions
 - Led crowdfunding campaign, raised \$10,000
- **Itron** (from July of 2008 to August 2013)
Software Developer
 - Developed meter-reading software used by large utilities.
 - Received multiple awards for outstanding dedication/achievement.
 - Worked onsite at customer locations to successfully troubleshoot, resolve problems, and provide support.

Education

- **Masters - Business Administration**
Eastern Washington University (2013)
Graduated with Honors; GPA 3.99
Concentration in Finance
- **Bachelors of Science - Computer Science**
Eastern Washington University (2008)
Summa Cum Laude; GPA 3.87
Minor in Physics and Mathematics
Recognition of Achievement in C.S.

Professional Skills

| | |
|------------------------------|-----------------|
| Strategy / Problem Solving | ● ● ● ● ● ● ● ● |
| Software Development | ● ● ● ● ● ● ● ● |
| Growth & Marketing | ● ● ● ● ● ● ● ● |
| Data Analysis | ● ● ● ● ● ● ● ● |
| Statistics; Machine Learning | ● ● ● ● ● ● ● ● |
| A/B Testing | ● ● ● ● ● ● ● ● |
| Website Optimization & SEO | ● ● ● ● ● ● ● ● |
| Design / Mockups | ● ● ● ● ● ● ● ● |
| Project Management | ● ● ● ● ● ● ● ● |
| Psychology / Behavior | ● ● ● ● ● ● ● ● |
| Process Improvement | ● ● ● ● ● ● ● ● |
| Communication | ● ● ● ● ● ● ● ● |
| Leadership | ● ● ● ● ● ● ● ● |

Technical Skills

| | |
|---------------------------|-----------------|
| R Programming | ● ● ● ● ● ● ● ● |
| SQL | ● ● ● ● ● ● ● ● |
| Regular Expressions | ● ● ● ● ● ● ● ● |
| Source Control / GitHub | ● ● ● ● ● ● ● ● |
| HTML, CSS, JavaScript | ● ● ● ● ● ● ● ● |
| Excel | ● ● ● ● ● ● ● ● |
| MiniTab Statistics | ● ● ● ● ● ● ● ● |
| Google Analytics | ● ● ● ● ● ● ● ● |
| Google Tag Manager | ● ● ● ● ● ● ● ● |
| Python Programming | ● ● ● ● ● ● ● ● |
| Jekyll | ● ● ● ● ● ● ● ● |
| IFTTT / Zapier | ● ● ● ● ● ● ● ● |
| Tool Research & Discovery | ● ● ● ● ● ● ● ● |

References Available Upon Request

Until then, here's some more info about me.

Shane understands business, strategy and what it's going to take to make a business successful. He will look at every angle and will come back to you and tell you what needs to be enhanced, changed, or deleted from your business plan.

JC Conrad

Founder/CEO, GoDirect Foods

Strengths Finder Results

[strengthsfinder.com](https://www.strengthsfinder.com)

Learner

Condensed Description: You love to learn. You are energized by the steady and deliberate journey from ignorance to competence. It enables you to thrive in dynamic work environments.

Focus

Condensed Description: "Where am I headed?" you ask yourself. You set goals that serve as your compass, helping you determine priorities and make corrections. You keep everyone on point.

Responsibility

Condensed Description: Your Responsibility theme forces you to take psychological ownership for commitments. This conscientiousness for doing things right, and your impeccable ethics, combine to create your reputation: utterly dependable.

Discipline

Condensed Description: You instinctively impose structure on your world. You focus on timelines and deadlines. You break long-term projects into a series of specific short-term plans.

Input

Condensed Description: You are inquisitive. You collect information—words, facts, books, and quotations. You read a great deal, it is not necessarily to refine your theories but, rather, to add more information to your archives.

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