

MARK ANTHONY RECIO, MBA

Data & Workforce Analytics | Business Intelligence | Management Consulting

Las Vegas, NV · Open to Full-Time, Contract & Project-Based Engagements · 702-763-2573 · mark.recio.pro@gmail.com · marec.site · markreciopros.github.io/Portfolio · linkedin.com/in/marecio

PROFESSIONAL SUMMARY

Analytics professional with 7+ years of experience spanning embedded BI/analytics roles and independent consulting engagements, delivering dashboards, predictive workforce models, and executive reporting systems. Equally effective as a long-term team member building internal analytics capability or as an external consultant parachuted into ambiguous, fast-moving problems. Applies a structured 4-stage engagement framework (Discovery → Dashboard → Forecasting → Automation) grounded in MECE problem-solving and hypothesis-driven analysis. Hands-on depth in Python, R, SQL, and Power BI; MBA-backed with dual IBM data science credentials.

FULL-TIME

Embedded analytics & BI roles

CONTRACT / C2H

Defined-scope project delivery

CONSULTING

Fractional & advisory engagements

CORE COMPETENCIES

- Power BI & Tableau Dashboard Design
- Predictive Modeling & Workforce Forecasting
- SQL · Python · R · Advanced Excel
- Labor Cost & Demand Forecasting
- Structured Problem Framing & MECE Analysis
- Executive Storytelling & Data Visualization
- KPI Development & Reporting Automation
- HR Operations & People Analytics

PROFESSIONAL EXPERIENCE

Founder & Data/Workforce Analytics Consultant — MAREC Insights

Aug 2023 – Present

Independent analytics practice · Las Vegas, NV · engagements delivered for multiple concurrent clients

- Architected an R → Power BI ETL pipeline for a multi-client HR360 dashboard, delivering real-time recruiting funnel, zone labor demand, and workforce quality metrics — the kind of scalable system typically built by an in-house analytics function.
- Built predictive workforce forecasting models (Python, R) covering 500+ contractor deployments, reducing scheduling gaps and enabling data-driven staffing decisions for client operations teams.
- Lead a project-based engagement for Synergy Staffing × AFR Furniture Rental, translating ETL outputs into KPI benchmarks and hiring recommendations adopted by client leadership.
- Automated SQL, Python, and Excel reporting workflows across multiple client engagements, eliminating manual processing and standing up real-time staffing performance visibility — managed end-to-end with the scoping discipline of consulting and the accountability of an embedded team member.

Operations & Workforce Coordinator — Bella Brite Services

Oct 2018 – Aug 2023

Full-time employee · Las Vegas, NV

- Cut operational expenses 15% through data analysis of scheduling patterns, labor utilization, and cost variance.
- Built Excel-based workforce tools managing scheduling, payroll, timekeeping, and compliance for 10–50 employees.
- Translated workforce reporting into staffing strategy for leadership — the early foundation for the current BI practice.

Additional roles: Supervisor/Team Lead — Event Staffing · Account Sales Manager — Logistics · Administrative Coordinator — Staffing

EDUCATION

MBA — Keller Graduate School of Management

Graduate Certificate, Strategic Innovation & Change — University of Denver

B.S., Technical Management — DeVry University

CERTIFICATIONS & CREDENTIALS

- Microsoft Power BI Data Analyst Associate
- Tableau Business Intelligence Analyst
- Google Data Analytics
- HRCI Human Resources Associate
- IBM Data Science Professional Certificate
- IBM Data Analytics & Generative AI for HR
- Business Analytics — University of Illinois
- HR & Payroll Certification — Nevada