

Dennis Affum Osei

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I am a 3rd year PhD candidate in HRM with knowledge in Excel, PowerBI, SQL, Python, R, combined with certifications in business analysis, securities and investment advisory. My academic research has strengthened my analytical and strategic thinking skills, essential for evaluating market trends and advising clients on tailored investment strategies. Passionate about empowering individuals and businesses to achieve financial success, I am eager to leverage my technical expertise, problem-solving abilities, and client-focused approach to excel in an investment advisory field

EDUCATION

University of Hull, UK -- PhD in Human Resource Management (30/05/2022 - 30/05/2025)

University of Cape Coast, Ghana -- MBA Human Resource Management (28/05/2016 - 31/03/2019)

University of Professional Studies, Accra, Ghana -- BBA Management (21/08/2012 - 23/08/2014)

Takoradi Technical University, Ghana -- Higher National Diploma (HND) in Statistics (01/09/2007 - 21/05/2010)

WORK EXPERIENCE

30/05/2022 - 30/05/2025

PhD Researcher [University of Hull, UK]

Conducting advanced statistical analysis using R to identify trends and patterns in destructive leadership style and employee turnover intention dataset.

Develop predictive models and decision-support systems to analyse large datasets.

Create compelling data visualisations for research presentations and publications.

Work with diverse stakeholders to ensure research outputs are aligned with practical applications

Presented two papers at the ICMRC and published a research paper in a peer-reviewed journal by utilising advanced data visualisation techniques.

01/06/2023 - 30/11/2025

Teaching Assistant/Cover Supervisor [Teacher Active Limited, Leeds, UK /Randstad Education, UK]

Promote inclusion and respond to the individual needs of all students, including those with special needs, while maintaining their safety and wellbeing.

Monitor and record student progress, provide feedback to teachers, and ensure equal opportunities for all students to learn and develop.

Share information about students' progress, behaviour, and care needs sensitively and appropriately.

Lead classes and manage different forms of behaviour in the classroom.

Review student passports, supervise them and ensure they are engaged in their classwork.

01/09/2015 - 05/05/2022

Human Resource Administrator [Presbyterian Senior High School, Anum, Ghana]

Provided technical support for HR queries, ensuring timely resolution of issues, and contributing to process improvements.

Leveraged analytical tools, including Excel, to identify and resolve data inconsistencies, improving operational efficiency.

Produced high-quality visualisations and dashboards in Power BI and Excel to communicate data trends to stakeholders.

Designed and implemented processes for data collection, validation, and reporting to enhance the Organisation's HR analytics capabilities.

Assisted in promoting communication and reporting channels.

01/07/2010 - 31/08/2015

Statistical Assistant [Ghana Education Service, Ghana]

Analysed large datasets using Excel (Pivot Tables, conditional formatting and V-Lookups) to deliver reports to improve operations.

Developed interactive dashboards using Excel to visualise key metrics, leading to more informed strategic planning.

Conducted ad-hoc data analysis to provide insights into new trends such as students end of term results and admissions.

Collaborated with cross-functional teams to investigate anomalies, and provided data-driven recommendations.

Participated in regular seminars on effective ways of data management to improve performance.

30/08/2024 - 30/08/2027

Volunteer Work - District Finance Committee Member [The Church of Pentecost, UK]

Prepare and present financial updates to the Church leadership and broader membership as required. Work closely with other committee members, the treasurer, and Church leadership to address financial matters. Ensure proper financial controls and compliance with financial policies and legal requirements. Assist in developing the Church District's annual budget, aligning it with the organisational goals and priorities. Provide advice and recommendations on financial risks and opportunities.

01/09/2024 - 21/01/2025

Voluntary Work - Analytics Dashboard [Key Projects Undertaken]

Built a Power BI dashboard to understand employees' attrition rate, those due for promotion, years of service.

Developed an interactive dashboard to figure out employees' average salary by educational qualification, leave balance, top 3 jobs that pay more.

Enabled leadership to make data-driven decisions. This helped to reduce absenteeism by 10% in a pilot department.

CERTIFICATES

20/01/2025 - 31/12/2025

CIFA Investment Advisory Certification (IAC) Level 4 - Ongoing

Introduction to UK Financial Regulation & Professional Integrity.

Introduction to Investment, Risk and Taxation.

Introduction to Derivatives,

18/03/2024 - 18/03/2025

Data Analytics Certification

BCS Business Analysis Foundation

Python Essentials

Structured Query Language (SQL) Essentials

Microsoft Power BI

Tableau

Microsoft Excel for Data Analysis Course

01/05/2016 - 30/10/2016

Certification in Securities Course - Ghana

Introduction to investment

Fundamentals of Finance and Financial Markets

Securities Trading and Investment Advisory Techniques

Legal & Regulatory Framework and Supervision

SKILLS

Hard Skills:

Soft Skills: