Will Hawker

Hawker9@gmail.com | 408-656-9266 | https://www.linkedin.com/in/willhawker1/ | Rohnert Park, CA | https://www.teamhawker.com/

Data-driven leader with extensive experience in finance, commissions, business intelligence, and operational strategy. Proven track record in implementing advanced frameworks, automating reporting processes, and leading cross-functional teams to drive efficiency and profitability. Adept at leveraging cloud-based infrastructures and AI-powered automations.

Director, Data Analytics | Senior Director of Finance and Analytics
Intelisys | Rohnert Park, CA (Remote) | Oct 2021 - Present
- Oversee financial reporting, budgeting, and forecasting for a ~$100 million revenue business.
- Develop and manage data analytic frameworks to drive faster data-based decision-making.
- Partner with executives and cross-functional leaders to drive financial and operational alignment with strategy.
- Directed advanced analytics initiatives to optimize financial forecasting, revenue performance and operational efficiencies.
- Managed cross-functional teams to deliver actionable business insights through data analysis.
- Migrated company BI hub (Intelilytics) from Heroku Infrastructure to Azure Infrastructure while implementing company SSO.
- Led technical initiatives including automated AI-driven OCR for order processing, reducing manual workload by 30%.

Manager, Data Analytics
Intelisys | Petaluma, CA | Feb 2020 - Oct 2021
- Directed a team in establishing the company's business intelligence framework to analyze over 100M lines of data.
- Recruited, trained, and led a team of analysts, fostering a data-driven culture to support financial and sales operations.
- Implemented automated solutions to improve data analysis accuracy and efficiency.
- Partnered with senior stakeholders to integrate data-driven insights into corporate strategies.

Supervisor, Financial Analysis
Intelisys | Petaluma, CA | Aug 2018 - Feb 2020
- Managed a team of Financial Analysts focused on revenue forecasting and financial statement analysis.
- Developed and managed advanced sales commission structures, optimizing payout processes.
- Managed financial programs, including Notes Receivables, loan processing, and payment reconciliation.
- Established the pay4partner program to win business by providing a pay on behalf of program.

Financial Analyst | Senior Financial Analyst
Intelisys | Petaluma, CA | Feb 2017 - Aug 2018
- Conducted revenue forecasting and financial statement analysis to support business growth.
- Managed financial processes for sales compensation and advanced commission programs.
- Handled underwriting, loan documentation, and financial risk assessments.
- Audited company and partner financial agreements to ensure compliance.
- Analyzed variance reports and managed special pricing orders.

Commission Specialist
Intelisys | Petaluma, CA | Mar 2016 - Feb 2017
- Resolved commission disputes between suppliers and partners, successfully recovering commissions while strengthening our partner relationships.
- Conducted audits on commission payments to ensure accuracy and compliance.
- Provided detailed reporting on commission structures and performance.

Skills & Competencies
- **Leadership & Strategy**: Team Management, Executive Collaboration, Cross-functional Leadership
- **Financial Expertise**: FP&A, Revenue Forecasting, Commission Structuring, Financial Modeling
- **Data & Business Intelligence**: SQL, Power BI, Tableau, Data Warehousing, KPI Development
- **Technical & Automation**: Python (Pandas, Flask, TensorFlow), SQL, AI/ML, RPA, Azure, NetSuite

Education
Bachelor of Science (BS) Economics | San Jose State University | 2012 - 2015
Activities and Societies: San Jose State Division III Ice hockey