Muqing Lin

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Budapest
Portfolio:*https://b00781833.wixsite.com/muqing*

Core Skills

- Data Analytics & Visualization (Excel, Tableau, Power BI)
- SAP SuccessFactors, Workday, HRIS Tools
- Business Performance Reporting
- Cross-functional Collaboration & Stakeholder Management

Education

ESSEC BUSSINESS SCHOOL
Sep 2020 - July 2024
Master of Management

CHINA AGRICULTURE UNIVERSITY
Sep 2016 - July 2020
Bachelor of Economics
International Economics and Trade

Languages

English *(fluent)*

French *(fluent)*

Mandarin *(fluent)*

Awards

Honorable mention   Apr 2017
MCM/ICM (Mathematical Contest In Modeling/ Interdisciplinary Contest In Modeling)
Utilized SPSS and Excel to conduct data model to analyze city expansion negative impact – compiled results in the paper which defined an indicator that can measure bigger cities' influence on farmland loss.

Certificates

Financial Risk Management
Level II Candidate
SAP Technology Consultant Professional
Coursera

Work Experience

Compensation Analyst   June 2025 - Sept 2025
Morgan Stanley | Budapest

- Managed **monthly compensation cycles**, including salary adjustments, bonus reviews, and accrual calculations, ensuring **accuracy** and **compliance** with local regulations and internal governance.
- Partnered with **HR Operations** and **Finance** to validate compensation data, streamline reporting, and resolve discrepancies across payroll and HR systems.
- Strengthened compensation **data integrity** through proactive audits and process controls, ensuring full compliance and audit readiness.

HR reporting - Intern   Nov 2023 - May 2024
QUANTIS X BCG | Paris

- Partnered with local HR and Operation teams to analyze **recruitment funnel data**, including time-to-fill, candidate pipeline conversion, and source effectiveness.
- Advanced **Workday implementation** and **data cleaning** initiatives, ensuring high data quality and compliance with global HR best practices.
- Monitored **performance and time management data** across consultant projects and created **KPI dashboards** to ensure data accuracy, optimize workforce efficiency, and support evidence-based HR decisions.
- Worked **cross-functionally** with People, Finance, Legal, and external providers to develop and implement **benefits policies** and **procedures**.
- Built and implemented an **interactive platform using Tableau** to streamline annual processes, such as **salary reviews** and **benefits renewals**, enhancing efficiency and transparency.

Global HR Development - Apprentice   Oct 2021 - June 2023
FORVIA | Paris

- Enhance HR decision-making through comprehensive data analysis, including analysis of **employee turnover**, **engagement survey** etc.
- Developed and implemented **talent and leadership programs** for R&D center, enhancing employee skills and career growth.
- Supported **performance management cycles** by training relevant stakeholders, monitoring the quality of feedback, advising managers on rating calibration, and ensuring compliance with processes.
- Delivered **HR analytics** on turnover, engagement, and workforce trends to guide leadership decisions.
- Initiated and managed **global Diversity & Inclusion projects**, creating workshops, podcasts, and internal comms to boost engagement.

Consulting Analyst - Intern   Sep 2018 - Nov 2019
AON HEWITT | Beijing

- Fully participated in **total rewards and employee satisfaction** consulting projects, including conducting industry desk research and benchmarking.
- Assisted in expert i**nterviews and engagement survey**: co-designed interview guidelines, took charge of interview notes taking, and wrote summaries to support narratives in our final reports and presentations.

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Work Experience

Accounting & Finance Assistant - Intern   June 2017 - Sept 2017

National Center for Food Safety Risk Assessment | Beijing

- Maintained **general ledger, sales, purchase, and bank journals,** ensuring accuracy and compliance with accounting standards
- Processed and validated **vendor invoices**, supporting timely and accurate financial close
- Supported **general and analytical accounting**, performing consistency checks and basic variance reviews on financial documents
- Contributed to **financial data integrity and internal control processes**, strengthening reliability of management reporting