

# Shubhi Bakliwal

New York, NY  
shubhi.bakliwal@gmail.com  
USA Citizen

COMPENSATION & STRATEGIC FINANCE

[shubhibakliwal.info/1/public-home](http://shubhibakliwal.info/1/public-home)

Strategic finance professional with deep experience in compensation, workforce planning, and people-related expenses – building the financial models, data systems, and planning frameworks that speed up decisions across complex, fast-scaling organizations, with AI-assisted workflows woven into daily analysis and execution.

## EXPERIENCE

**Palantir Technologies** – Compensation & Strategic Finance

New York, NY · Oct 2019 – Present

*Joined pre-IPO; carried compensation operations through the 2020 direct listing to a 4,000+ employee global scope*

### COMPENSATION STRATEGY & PLANNING

- Drive forecasting, budgeting, and planning cycles for base pay, bonus, and equity programs · [base](#) · [bonus](#) · [equity](#)  
[□ see the detail](#)
- Support compensation decision-making through market benchmarking, job leveling, and compensation analysis using Radford, Levels.fyi, and other market data [□ see the detail](#)
- Support preparation of Board and executive materials with analytical inputs on stock-based compensation, operating expenses, hiring, attrition, and forecast updates [□ see the detail](#)
- Provide proactive analysis on hiring, compensation, and budget trends, surfacing risks and trade-offs for forward-looking planning decisions

### COMPENSATION SYSTEMS & AUTOMATION

- Design and deploy Foundry-based systems and dashboards used across the company to manage equity queues, employee messaging workflows, pay equity, and related compensation processes · [company-wide](#) [□ see the detail](#)
- Automate end-to-end compensation and workforce workflows – planning cycles, pay equity, compliance processes, and equity-related operations · [weeks/months](#) [□ days](#) [□ see the detail](#)
- Engineer end-to-end internal tooling (data pipelines + UI layers) using PySpark, Python, R, and TypeScript
- Build data validation and quality controls improving the accuracy and consistency of reporting used in compensation planning and executive reviews

### AI-NATIVE WAYS OF WORKING

- Integrate AI-assisted workflows into day-to-day compensation and financial analysis, using LLMs to generate and iterate on analytical code (Python, PySpark, SQL)
- Use AI tools for scenario analysis, debugging, and rapid iteration, improving turnaround across recurring planning and reporting workflows

**Ellie Mae** – Revenue Financial Analyst, FP&A · Data Analyst

Nov 2017 – Oct 2019

Time-series predictive revenue models for all business lines; R automation cutting multi-day processes to hours; revenue KPIs and models for private-equity acquisition due diligence; ASC 606 and Workday contract-module implementation support.

**igrenEnergi · DigiValet** – Data Scientist · Software Developer Intern

2017

Sole data scientist at a solar-optimization startup (analytics platform, ~50% less manual effort); NLP hospitality chatbot launched at HITEC 2017.

## EDUCATION

B.Tech, Computer Engineering – Mukesh Patel  
School of Technology Management and  
Engineering, NMIMS, Mumbai, 2017

## SKILLS

**COMPENSATION** Market benchmarking (Radford · Levels.fyi) · Job leveling · Pay equity · Cash & equity programs · Board & exec SBC reporting

**MODELING & SYSTEMS** Forecasting & budgeting · Scenario analysis · Palantir Foundry · Data pipelines & ontologies

**ENGINEERING & AI** Python · PySpark · R · SQL · TypeScript · LLM-assisted analysis