

# Rodrigo Ignacio Moser

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Well-rounded economics leader skilled at driving business impact, working-cross functionally, and communicating to technical and executive audiences. Successful at establishing long-term relationships with diverse business partners and leading multiple works streams. Experienced in using causal inference to drive business decisions, leveraging big data and cloud computing knowledge to solve complex problems.

## WORK EXPERIENCE

### Amazon

*Partnered closely with business partners to bring economics into decision-making; quickly built trust with non-scientific stakeholders through approachable explanations of methodology and results as well as continued communication during the research process.*

#### ECONOMIST II

Oct 2022 - Present

- Estimated the causal impact of financial incentives on hiring during the 2022 peak season, and measured their cost effectiveness.
- Prototyped a model that identifies the most cost-efficient combination of financial incentives to achieve a site's hiring goals based on the causal estimates from previous studies. The prototype informed the 2023 peak season hiring strategy, and allowed the business to optimize spend to remain below budget (~90M USD).
- Partnered with Engineering to productionalize the prototype.
- Supervised two economists, including technical and career mentoring, as well as managing project scope and deadlines.
- Mentored three additional economists through the Science Mentorship Program; nominated for the 2024 "Outstanding Mentor Award".
- Delivered white papers and automated dashboards to the business to inform immediate business decisions and allow real-time KPI tracking.

#### ECONOMIST I

May 2021 - Sept 2022

- Measured the causal impact of a piloted change in the attendance policy on associate attendance and attrition. This informed the decision to rollout the new policy to all 770k US workers.
- Implemented ML models to predict the share of the workforce Amazon could retain if it relocated a site, using past relocations data and the distance from each worker's home zip code to the current and proposed site.
- Created new Amazon site grouping methodology, adopted by the business for reporting. It was based on different grouping algorithms (k-means, hierarchical clustering, partitioning around medoids). The models grouped sites in terms of their geographic location, the labor market they faced and other performance KPIs.
- Estimated the causal impact of temporarily increasing hourly pay on hiring during the 2021 peak season. These results informed the 2022 labor planning process.

- Identified a discontinuity in benefit eligibility created by date-based rules and estimated the causal impact of this rules. The discontinuity generated a sizable increase in attrition for associates that were not eligible for the benefit and was used to justify the change to a continuous award policy.
- Created a cloud tools setup manual for economists which has since been broadly adopted by the Engineering team as part of the onboarding of all new scientists.

### *Equifax Workforce Solutions*

Academic Researcher 2018 - 2021

- Created an automated data quality process to flag data inconsistencies and potential errors in the employment database. It was leveraged to monitor over 150M weekly records.
- Leveraged credit and employment data to produce academic research papers and insights used for business decisions.

### *Santander Bank Chile*

Senior Analyst, Research and Public Policy Division 2014 - 2015

- Wrote white papers analyzing the impact of various local policy changes (e.g. tax reform, labor market reform, reform to the pension system) on the overall economy and on the bank. It was used to inform the bank's position on each policy and shared with high value customers.
- Estimated the natural unemployment rate for Chile. This was used as an input in the inflation forecast models, which determined the bank's need to hedge against inflation risk.

Analyst, Research and Public Policy Division 2012 - 2013

- Updated and created several new time series models used to forecast macroeconomic variables.

## **EDUCATION**

Washington University Olin School of Business, *St. Louis, MO*

Finance PhD 2015 - 2021

University of Chile, *Santiago, Chile*

Master in Applied Economics (MA) 2010

Industrial Engineering (BS+MS equivalent) 2004-2009

## **RELEVANT TOOLS, SKILLS, and EXPERIENCE**

Programming: R, RMarkdown, SQL, Python, DuckDB, VBA, Matlab, E-Views, SAS, Stata

Big Data: Apache Hive, Impala, Spark, BigQuery, Amazon Redshift, S3

Languages: English, Spanish, German

Research papers available at [www.rodriгомoser.com](http://www.rodriгомoser.com)