

## A CAREER JOURNEY SHAPED BY TRUST, TEAMWORK, AND OPPORTUNITY

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I joined WEP Clinical in June 2024 as a Finance Assistant, shortly after completing my MSc in Business Analytics. Early on, I was keen to learn and find ways to contribute beyond my role. Within a few months, I was given the opportunity to transition into the IT team as an Associate BI Analyst - an opportunity that ultimately shaped the direction of my career.

Moving into BI was a significant step. While I had academic experience, working in a live business environment required a new level of problem solving and ownership. What stood out immediately at WEP was the support around me. My manager, Matt Richardson, played a key role in my development - consistently making time to guide me through challenges and encouraging a collaborative approach to learning.

I also want to recognise Sue, Kam, Michelle, and Karl, who have had a meaningful impact on my journey. Their support, guidance, and willingness to share their knowledge have contributed greatly to my growth and helped shape the way I approach my role today. That collective support network is what makes WEP's culture stand out.

As I developed, I took on greater responsibility and was promoted to BI Analyst. This allowed me to fully own reporting processes end-to-end and contribute more meaningfully to the wider business. I've had the opportunity to help establish organisation-wide Power BI reporting, as well as play a central role in the Business Central project as Data Migration Lead - experiences that have pushed me both technically and professionally.

There have been challenges along the way, but that's where WEP's culture has made the biggest difference. You're supported, encouraged to take ownership, and trusted to grow. It's a culture where people genuinely invest in your development, and that has been key to my progression so far.

I'm still early in my journey, but WEP has already given me the opportunity, trust, and support to grow far beyond my starting point - and I am excited to continue building on that.

## Key Takeaways

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**Through all of this, I've learned a few things that have stayed with me:**



Growth is driven by opportunity, but enabled by trust and support



Taking ownership accelerates both confidence and capability



People who invest in others are what truly drive progress



A strong, collaborative culture makes challenges part of the learning



Continuous development is encouraged - not expected to happen alone