

John (Jack) Kountouris

Business intelligence professional with a track record spanning FP and A analytics, entrepreneurship, and recruitment. Growing hands-on exposure to AI and LLM tools through independent projects, including an AI recruiting platform and an AI chatbot for e-commerce. Looking to move further into data and AI strategy roles.

Technical Skills: Google Ads, CRM management, Influencer platforms, Microsoft Office Suite, JavaScript, Python, C++, C, SQL, LLM Fine-Tuning, AWS, Netlify, Adobe software, Power BI, DAX, Tesseract AI, Azure ML Studio.

Citizenship: USA and United Kingdom

EDUCATION

OXFORD SAÏD BUSINESS SCHOOL

AI for Business Intensive Program

*Oxford, UK
2024*

WAKE FOREST SCHOOL OF BUSINESS

MS in Business

*Winston Salem, NC
2018-2019*

WAKE FOREST UNIVERSITY

BA in Communication, Entrepreneurship and Creative Writing

*Winston Salem, NC
2014-2017*

PROFESSIONAL EXPERIENCE

INDEPENDENT AI PROJECTS

Jan 2026 – Present

- Self-directed exploration of LLM tooling and applied AI, laying groundwork for a pivot toward AI-focused data and strategy roles.
- Currently developing kandid.ai, an AI recruiting platform (currently in Pre-MVP stage) enabling recruiters to interview an AI representation of a candidate to streamline early-stage screening.
- Built Invasion Rulebot, an AI chatbot for Dimension Board Games handling customer acquisition and game mechanics queries. (<https://invasion-rulebot.netlify.app/>)

MERCHANTS DISTRIBUTORS INC.

Charlotte, NC

Business Intelligence Specialist – FP&A Team

May 2024 – July 2026

- Build and optimize interactive dashboards, leveraging DAX and Power Query to transform raw data into actionable insights for retail warehousing.
- Implement advanced filtering and automation techniques to streamline UPC-level reporting, improving inventory tracking and operational efficiency.
- Partner with warehouse, business, and IT teams to develop scalable data solutions that drive informed decision-making and process improvements.
- Contributed to the successful rollout of Microsoft Fabric (Summer 2025), helping teams adopt the new analytics platform while maintaining continuity of critical FP&A dashboards and reporting.
- Research and integrate predictive analytics and AI-driven forecasting to enhance inventory management and reduce stock discrepancies.

DIMENSION BOARD GAMES LLC.

Remote

Managing Partner

Jan 2021 – Present (Part-time, alongside full-time roles)

- Managing everything from board game design, website/e-commerce, IP and social media strategy.
- 1st product launch 2022, expansion launch in 2024 and upcoming product launch planned for 2025.
- Developed AI chatbot to answer FAQ's and strategy questions. (See above).
- Liaising with manufacturer and fulfilment center to organize product strategy and distribution of 1,000 units.

REFLIK

Freelance Recruitment Consultant

Remote

June – December 2023

- Worked with candidates looking for roles in MedTech, AI and Cybersecurity, making a couple mid-senior level permanent placements.

THOR LIFE SCIENCES

Recruitment Associate

Los Angeles, CA

May 2022 – June 2023

- One of the founding members and top performers of LA office, built a 360 desk in Pharma and Biotech industry.
- Helped clients source candidates for Bioinformatics, Pharmacology, Medicinal Chemistry and Computational Chemistry including several predictive AI CADD (computer augmented drug discovery) positions.

ALEXANDER ASH CONSULTING

Delivery Consultant

London, UK

Apr – Nov 2021

- Structured candidate delivery and interview processes for a variety of roles in the Finance, IT and Sales fields for consultancies and banks.
- 1 permanent and 2 contract placements made.

STOTT AND MAY

360 Recruitment Consultant

London, UK

Nov 2019 – Nov 2020

- Managed client accounts and consulted with stakeholders on hiring decisions in Cyber Security.
- Navigated candidates through interview processes and placed security professionals into permanent positions.
- Made 2 permanent placements and added one high profile client to the books during height of COVID.

NAI SOUTHERN REAL ESTATE

Graduate Consultant

Charlotte, NC

Jan – May 2019

- Designed marketing plans to improve B2B client acquisition and retention rate.
- Improved online brand exposure by ideating an inventive real estate phone application.
- Increased number of web viewers by using advertising platforms to design SEO strategy and DTC marketing techniques.

Early-Career Work Experience

INFLUENSHOW - Influencer Management	2020
STJ ADVISORS - IPO Management of iZettle, eventually acquired by PayPal	2019
COLUMBIA FOREST PRODUCTS – Graduate Consultant	2018
WAKE FOREST UNIVERSITY – Abroad Advisor	2018
CHI&PARTNERS –Marketing internship	2018
WAKE WASH LLC. – Co-owner/Executive Officer	2016-2017
GODIVA CHOCOLATIER – Competitor analysis and product strategy	2015
U.S. CONGRESS – General Internship under Congressman Holding	2015
CITY A.M. –News Article Writing	2014