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<b>Summary</b>	I am a seasoned technologist focused on the intersection of business and technology. I build partnerships to define and implement creative technology strategies that drive business success.	
<b>Core Skills</b>	Build partnerships, communicate effectively at all org levels. Create and articulate IT/Business strategy, lead technology teams that define and implement architecture and solutions, leverage human-centric and Design Thinking techniques, and partner with business leaders to deliver successful strategies. DEI advocate and ally. Familiarity with a diverse variety of technology stacks.	
<b>Experience</b>	<p><b><u>Jabian Consulting</u></b></p> <p>Jabian Consulting is a strategic management consulting firm focused on local delivery</p> <p><i>Senior Manager (Sept, 2021 – Dec, 2022)</i></p> <ul style="list-style-type: none"><li>• Led small-team client delivery on projects including Business Continuity Planning, Diversity Equity &amp; Inclusion, mergers, &amp; operating models</li><li>• Created and updated materials to enhance company’s Technology and DEI offerings</li><li>• Participated in multiple internal Employee Resource groups as supporter &amp; amplifier</li></ul> <p><b><u>Equitable (formerly AXA-Equitable)</u></b></p> <p>Equitable is a US-based financial protection company and provider of life insurance, annuities and related financial services.</p> <p><i>Director, Application Delivery (2013 – 2021)</i></p> <ul style="list-style-type: none"><li>• Defined and implemented IT strategy for several Life business areas (Underwriting, Distribution, Inforce teams), influencing business strategy with creative technology solutions based on user-experience driven and Design Thinking approaches</li><li>• Built strong relationships with business partners, vendors and team members to ensure delivery of technology strategy that enabled strategic business delivery</li><li>• Identified approach &amp; drove implementation for innovative business programs like Underwriting Automation, Big Data-driven analytics &amp; re-imagining operations models</li><li>• Lead multiple project teams with dozens of matrixed members on portfolio of innovative and critical projects. Guided technical solutions &amp; architecture, ensured on time, on budget delivery of business value on portfolios totaling over \$5 million annually</li><li>• Engaged with senior business and technology leaders to articulate strategy and get buy-in</li><li>• Lead and participated in multiple employee resource groups to drive employee involvement and empowerment</li></ul> <p><i>Lead Systems Analyst, Deputy Systems Analyst COE Lead (2010 – 2012)</i></p> <ul style="list-style-type: none"><li>• Lead implementation of industry-leading Predictive Analytics in Underwriting solution</li><li>• Lead interface team responsible for design and implementation of 30+ interfaces between new nbA software and existing AXA-Equitable systems</li><li>• Directed 4 FTEs, with matrixed responsibility for 3 additional employees</li><li>• Coordinated efforts and deliverables for over a dozen AXA-Equitable systems teams</li><li>• Set team priorities, managed delivery schedules, oversaw defect resolution</li><li>• Presented regular status for senior IT and Business management</li><li>• Identified and consulted on strategic initiatives and implementations</li><li>• Assisted Systems Analyst Center of Excellence leader to plan and implement enterprise-wide policies and strategies for the 80+ AXA-Equitable Systems Analysts</li></ul> <p><i>Senior Systems Analyst (2008 – 2010)</i></p> <ul style="list-style-type: none"><li>• Transitioned paper-based input from vendors to electronic feeds</li><li>• Managed external vendors. Oversaw requirements gathering, design and delivery</li><li>• Coordinated communications and design between vendors, AXA IT teams and business</li><li>• Utilized CMMi &amp; standardized SDLC processes for project implementation consistency</li></ul> <p><b><u>TIAA-CREF</u></b></p> <p>TIAA-CREF provides financial services to academic institutions and private hospitals.</p> <p><i>Senior Application Analyst (2007 - 2008)</i></p> <ul style="list-style-type: none"><li>• Lead design and documented critical business processes, requirements, and functionality</li><li>• Drove delivery through standardized Project Management and SDLC life-cycle practices</li><li>• Supported Wealth Management group implementation of NaviPlan financial planning software and custom internal workflow support software</li></ul>	<p>2021 - 2022</p> <p>2008 – 2021</p> <p>2002 – 2008</p>

*Developer, Senior Systems Developer (2003 - 2007)*

- Architect, tech lead & project lead on Core Infrastructure team
- Key member of change control, architecture and process-definition teams that define architecture and best practices and set group and company direction for technology.
- Lead implementation and support for core tools in multi-year application consolidation. Supported business units using tools such as Informatica PowerCenter (ETL), CA AutoSys (Scheduling), Actuate (Reporting), Gentran Integration Suite (Data Transfer)

*Consultant (2002 - 2003)*

- Served as lead client-side Web developer for Fixed Income and Equities IT group
- Designed and developed infrastructure components for 6 different applications
- Developed and distributed best practices for use of infrastructure components and services. Created 3 major best practices documents and cookbooks for developer usage
- Debugged and resolved defects in both infrastructure and application code

**CIBER, Inc**

2001- 2002

CIBER is an international technology solutions and consulting firm for financial companies  
*Certified Internet Consultant* On-site Web development projects for CIBER clients.

- Built custom UI solutions to overlay existing DB2 and other mainframe data sources
- Languages included VBScript/ASP, JavaScript, XSLT, DHTML, CSS, HTML

**Independent Consultant, Web Developer/Manager**

2000 – 2002

- Provided custom Web solutions for financial, entertainment, and education industries
- Built new sites and solutions, managed Web projects, overhauled existing sites, custom-built CGI interfaces and databases, and recommended site improvements

**EverAd, Inc**

2000

*Director of Web Operations*

- Built, organized and ran a Web team of 6, including HTML, XSL, XML & ASP developers, designers and editorial staff
- Made decisions regarding overall Web goals of company based on business requirements and assessed best methods for goal fulfillment

**UPROAR.COM**

1998 – 2000

*Director of Web Technology (1999 - 2000)*

- Built and ran team of 3-5 Webmasters, JavaScript/ASP and HTML programmers
- Set client-side technology usage and standards

*Webmaster (1998 - 1999)*

- Managed and updated live content on site
- Determined underlying site structure and functionality
- Wrote all JavaScript and DHTML

**Education/  
Certifications**

Columbia Business School, New York, NY

MBA, May 2007

Yale University, New Haven, CT

B.A., English and Psychology, 1994

Distinction in the English major; Member Psi Chi: National Honor Society in Psychology

Yale Anti-Gravity Society

**Community**

*The Center for Digital Equity (CDE)*

2022 – Present

CDE is the backbone organization bringing together residents, public, and private sector partners to co-create solutions to close the digital divide

- Digital Navigator Workstream – collaborate to create approaches and solutions to provide technology support to residents
- Assist with providing Digital Literacy education, Laptop Distribution and sign-up events

*Unitarian Universalist Community of Charlotte*

2007 - Present

Youth Mentor for Coming of Age Program. Co-create programming & key ceremonies

Youth Educator & Facilitator - Our Whole Lives (OWL), Religious Education programming

*Open Door School - Board Chair, Secretary*

2017 – 2021

Open Door School is a Progressive/Play based preschool serving families in the Charlotte area.