

Ebenezer Kwakye

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Profile

Dynamic senior data leader with 9+ years of experience in cloud-native data engineering, platform architecture, and operational analytics. Proven track record of leading high-performing teams to build secure, scalable data solutions using Snowflake, Azure, Databricks, and SQL Server. Skilled in designing modern ELT pipelines, implementing governance frameworks, and applying Lean methodologies to optimize workflows, reduce inefficiencies, and drive continuous improvement. Trusted advisor to senior leadership, known for aligning data infrastructure with business strategy and translating complex systems into actionable insights.

- Recognized by **LinkedIn** as a Top Data and Business Intelligence Voice.
- **Data Architecture and Analytics Expert:** Proficient in designing and managing enterprise-level data warehouse solutions using cloud technologies such as Azure, Databricks, and Power BI Premium.
- **Project Management and Leadership:** Experienced in managing the complete project lifecycle using Agile methodologies, ensuring timely delivery of complex data initiatives that align with client needs and organizational goals.
- **Strategic Business Intelligence Advisor:** Proven ability to translate business-driven issues into robust data analytics solutions, providing actionable insights and strategic advice to stakeholders.
- **Stakeholder Engagement and Communication:** Strong consultative and advisory skills, with a proven history of building and maintaining effective business relationships and facilitating collaboration across diverse teams.
- **Advanced Analytics and Visualization:** Highly skilled in utilizing advanced analytics tools, including Excel, Access, VBA, SAS, R, Python, SSRS, SPSS, STATA, ArcGIS, Alteryx, SQL, Power BI (DAX Formulas and Functions), Cognos, Tableau, and Looker for data extraction, analysis, and visualization. Proficient in cloud services (Azure, AWS, GCP, Snowflake) and data migration.
- **Demonstrated Soft Skills:** Collaboration, problem-solving, consensus-building, mediation skills, meticulous relationship management, action-oriented mindset, effective communication skills, excellent people skills, organization and planning, honesty and integrity, efficiency.

Technical Skills

- **Software:** MS Office Suite (Excel, Access, Word, PowerPoint, MS Project, Visio, Teams, Outlook, SharePoint), SAS, R, SPSS, STATA, ArcGIS, MATLAB, VBA, Looker, Cognos, Power BI Desktop, DAX, SSIS, SSRS, Airflow, Azure DevOps, Datameer, Teradata, GitHub, Microsoft Fabric, Purview, Terraform, MS Fabric.
- **Cloud Services:** Azure (Data Factory, Data Lake Storage, Synapse, Databricks, Azure SQL, Key Vault, Azure ML, Event Hub, APIM), Snowflake, AWS, GCP.
- **Databases:** SQL Server, Oracle DB, Azure SQL, Hadoop, BigQuery, Hive, Teradata.
- **CRMs and ERPs:** Salesforce CRM, SAP S4/Hana, JD Edwards.
- **Languages :** C#, Java, Bash, SQL (T-SQL, PL-SQL), HiveQL, Python (Pandas, NumPy, PySpark), .NET (ASP.NET MVC, WinForms).
- **Methodologies:** UML, OO, RUP, Iterative, SDLC, Waterfall, Agile, IT Architecture, Rapid.

Professional Work History

Data Integrity Analyst – Secure Data Integration, Ministry of Solicitor General April 2025 – Present

- Manage and transform sensitive correctional data with high-level security clearance, ensuring compliance with audit, privacy, and governance standards.
- Advise frontline staff on data quality and governance, bridging engineering and policy for improved operational integrity.

Lead Data Engineer, Ontario Ministry of Children, Community and Social Services Aug. 2024 – April 2025

- Led the design and deployment of secure Azure-based data infrastructure (Data Factory, Databricks, Synapse, etc.), optimizing for scalability and financial efficiency through resource right-sizing, reserved instance planning, and workload scheduling.

- Developed automated ADF pipelines to migrate legacy data marts to the cloud, implementing full refresh and incremental load strategies within Databricks.
- Applied Azure security best practices across the data platform, including:
 - Configuring Role-Based Access Control (RBAC) and Conditional Access Policies via Azure Active Directory (AAD).
 - Securing secrets and connection strings using Azure Key Vault with Managed Identity integration.
 - Enforcing network-level isolation with Private Endpoints, NSGs, and VNet-integrated pipelines.
- Engineered PySpark and Python scripts for anomaly detection, transformation, and ingestion aligned with medallion architecture best practices.
- Partnered with cloud operations and finance teams to track Azure spend, identify cost-saving opportunities (e.g., idle resources, oversized clusters), and implement tagging strategies for workload-level cost attribution.
- Led CI/CD automation using GitHub and Azure DevOps to deploy ADF pipelines with infrastructure-as-code, including secure credential handling and version control.
- Built and maintained enterprise-grade data models to support operational metrics in Power BI.
- Documented architecture decisions, data lineage, and compliance strategies using Azure Purview to support audit readiness and PIPEDA compliance.
- Collaborated with stakeholders to align platform development with data governance, access policies, and business goals.
- Led a team of four data engineers and analysts, providing technical direction, code reviews, and mentoring to ensure consistent engineering standards and delivery timelines.

Lead Data Analyst, Ontario Ministry of Health

April 2024 – August 2024

- Led data strategy for Equity, Diversity, and Inclusion (EDI) initiatives across multiple ministries, supporting a Respectful, Equitable, Accessible, Diverse, and Inclusive (READI) environment.
- Designed and optimized data pipelines using dimensional modeling and warehouse architecture principles to improve reporting accuracy and data quality at the ministry level.
- Delivered strategic insights to the Assistant Deputy Minister (ADM), Directors, and HR leadership, supporting policy development and tracking of key EDI priorities.
- Created executive-level Power BI dashboards to visualize disparities, track progress, and inform strategic decision-making.
- Coordinated and evaluated eight cross-ministry events with over 1,500 participants, using data collection and survey analysis to drive continuous improvement.
- Provided technical consultation to other HR Strategic Business Unit teams on data solutions, architecture, and visualization best practices.
- Worked with Azure-based tools to support secure reporting and governance across stakeholder groups.

Professor, Business Intelligence & Data Platforms, Stanford College

January 2024 – Present

- Design and lead a hands-on Business Intelligence program focused on enterprise data architecture, ETL pipelines, multi-cloud infrastructure (Azure, AWS, GCP), and data governance.
- Train students in real-world tools such as SQL Server, Azure Data Factory, Databricks, Synapse Analytics, Power BI, Tableau, Hadoop, Amazon Redshift, and Google BigQuery.
- Teach advanced machine learning workflows using Azure ML, including supervised and unsupervised learning for predictive analytics.
- Mentor students on best practices in cloud-native data engineering, including cost optimization strategies (e.g., resource right-sizing, usage tracking, tiered storage), and executive-level dashboard storytelling tied to ROI and usage analytics.
- Guided students on assessing cloud data solutions using ROI, Total Cost of Ownership (TCO), and cost-per-service frameworks to simulate business-case justifications in enterprise environments.

Instructor, Policy, York University

September 2023 – April 2024

- Instructed a class of one hundred final-year students on the proficient use of statistical tools such as SPSS, SAS, and R, significantly enhancing their capabilities to conduct data analysis for their policy research projects.

Lead Data Analyst, Stryker Medical

August 2022 – September 2023

- Led cross-functional data initiatives supporting sales, logistics, and operations teams, turning business needs into scalable reporting and analytics solutions.
- Built a real-time Power BI dashboard to track physical product sales, improving customer satisfaction and delivering insights that supported \$18.4B in 2022 revenue and the company's growth to \$20.4B in 2023.
- Played a key role in migrating from JD Edwards to SAP S/4HANA, leveraging Azure Databricks and ADF to build cost-efficient, scalable data transformation pipelines aligned with performance and budget constraints.
- Integrated Snowflake as a centralized data warehouse to support analytics across sales, finance, and operations, improving cross-departmental data access.
- Designed and optimized ELT pipelines using dimensional modeling and Azure components, enhancing reporting reliability and data consistency.
- Developed internal dashboards and reporting tools using ASP.NET MVC, C#, and SQL Server, providing secure, self-serve access to operational data.
- Automated repetitive reporting tasks using VBA, reducing manual entry errors, and improving team efficiency by 20%.
- Worked with finance and analytics teams to model reporting cost impact, estimate TCO of dashboard infrastructure (e.g., Power BI Pro vs. Premium), and align data initiatives with departmental budget constraints.
- Presented data-driven insights to senior leadership through Power BI and SAP BO, driving a 30% improvement in decision-making speed.

Research Data Analyst, Western Michigan University

January 2021 – December 2022

- Conducted data analysis and research projects using SPSS and Microsoft SQL Server, contributing to a 25% increase in data-driven decision-making.
- Supported academic research by designing data workflows using SQL Server and R, improving data availability and reproducibility for multiple grant-funded projects.
- Built reusable queries and automation scripts to track grant performance metrics and ensure compliance with federal reporting requirements.
- Provided technical guidance to professors and graduate students on data modeling, logic frameworks, and cost-benefit analysis for policy research.
- Applied statistical techniques using SPSS, SAS, and R to analyze large datasets, improving turnaround time for insights by 30%.
- Collaborated with IT and research staff to enhance database reporting tools, streamlining access to institutional data resources.

Manager, Policy & Analytics, Center for Democratic Development

January 2020 – December 2020

- Led the design of centralized analytics frameworks using Azure SQL and Power BI, improving donor program efficiency by 50% and enabling scalable, cloud-based reporting.
- Implemented Snowflake as a central data warehouse to integrate observation data, partner feeds (UN, ECOWAS), and mobile pipeline outputs for real-time reporting and analysis.
- Managed the rollout of mobile-based data pipelines supporting real-time reporting from 2,000+ election observers across multiple districts.
- Directed the development of interactive dashboards with ArcGIS in Power BI to visualize regional disparities and program outcomes.
- Collaborated with international partners to define cross-border data governance standards and shared performance indicators.

- Supervised program evaluations using logic models, cost-benefit analysis, and geospatial data to guide strategic funding decisions.
- Delivered internal training on Snowflake, Power BI, and Azure workflows, increasing staff capacity in cloud-based data reporting.

Manager, Data Engineering & Reporting Systems, St. Augustine International June 2015 – July 2019

- Supervised a small team of IT and reporting staff, ensuring timely delivery of reports and data quality initiatives.
- Led the migration of 2,000+ student records into a secure SQL Server database, replacing outdated manual processes.
- Designed Power BI dashboards for academic leadership to track student performance and engagement.
- Oversaw data cleaning and validation for over a decade of historical data, achieving 99% accuracy.
- Delivered staff training and change management sessions for 35+ users, increasing dashboard adoption by 80%.
- Functioned as the main liaison between school leadership and IT, aligning data reporting with institutional goals.

IT Tutor, St. Augustine International July 2014 – June 2015

- Created and implemented comprehensive modules to educate students on a range of IT subjects, including Excel, Coding, Networking, Hardware setup, Security, Infrastructure and Data software installation, patch management, and cybersecurity awareness.

Volunteer Experience

Director, Analytics, Canadian Association of Urban Financial Professionals September 2023 – Present

- Spearhead strategic initiatives to expand organizational outreach and engagement, leveraging data-driven insights to identify opportunities for growth.

Policy Research Analyst Lead, Toronto Youth Cabinet September 2023 – Present

- Guide and oversee policy research initiatives at the Toronto Youth Cabinet on Youth related issues such as Newcomer Youth Integration, health, education, etc. Representing approximately 625,456 youths in Toronto.

Education & Certification

Ph.D. Policy, AI & Big Data Analytics	York University	2026
M.Sc. International Development Economics: Statistics	Western Michigan University, U. S	2022
B. A Geography (GIS) & Political Science	University of Ghana	2019
Diploma General Studies: Information Technology	Prempeh College	2014
Certificates:		
FinOps Certified Practitioner	FinOps Foundation	2025
Azure Databricks Platform Architect	Databricks	2025
Platform Administrator	Databricks	2025
Cloud Computing Economics	LinkedIn	2025
Project Management	TestDome	2025
Data Engineering	TestDome	2025
Python Data Science	TestDome	2025
MS SQL Server	TestDome	2025
Power BI	TestDome	2025
Tableau	TestDome	2025
Hadoop	TestDome	2025
PSM - Professional Scrum Master		2023
PMI - Agile Project Leadership		2023
Entrepreneurship in Emerging Economies	Harvard Business School	2019
USAID - Data Use for Program Mangers.		2019