Please submit CV containing no more than 5 pages in .PDF format *(including the presentation page)*

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| **Supplier** | | | | |
| **Supplier name** | **CRONOS NV, Veldkant 35 D , 2550 Kontich** | | | |
| **Contact person** | **Kristin Heymans** | | | |
| **VAT number** | **BE 0443.807.959** | | | |
| **Phone number** | **0472475606** | | | |
| **Email** | [**Kristin.heymans@cronos.be**](mailto:Kristin.heymans@cronos.be) | | | |
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| **Candidate Vs Position** | | | | |
| - Super senior  - + 25 years of experience with SAS & SQL.  - Knows the financial business / processes through and through.  - Has worked for all major banks in Belgium  - Perfect French / English  - Notions of Dutch  - Lives in Brussels | | | | |
| **Candidate** | | | | |
| **Last name** | *Czembor* | | | |
| **First name** | Paul E. | | | |
| **Date of birth** | 14/02/58 | | | |
| **Nationality** | British | | | |
| **Gender** | *M* | | | |
| **Social Status** | Freelance | | | |
| **Availability** | End of April | | | |
|  | | | | |
| **Professional References** | | | | |
| **Company** | | **Contact name** | **Professional relationships type** | **Contact details** |
| BNP Paribas | | Thanhlam Nguyen | ALM dpt head | [Thanhlam.nguyen@BNPparisbasfortis.com](mailto:Thanhlam.nguyen@BNPparisbasfortis.com) |
| BNP Paribas | | Philippe Aupaix | ALM dpt lead | [philippe.aupaix@BNPparisbasfortis.com](mailto:philippe.aupaix@BNPparisbasfortis.com) |
| KBC | | Els Vercauteren | ICT Teamleader | [els.Vercauteren@kbc.be](mailto:els.Vercauteren@kbc.be) |

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| **Education** | | | |
| Bsc Honours degree in Computer Science with French (one year practical spent in France)  'A' levels in Economics, History | | | |
| **Certifications** | | | |
| **Primary skills:**  SAS -all versions up to 9.4- SAS/Base, SAS/AF,ODS SAS/EIS,SAS/Intrnet, SAS/Graph,Macros, SAS/Warehouse administrator,SAS/Connect Unix,NT,VM/CMS,MVS,Linux  **Secondary skills:**  R,Cognos,Oracle,Db2,SQL,Sybase,Perl   * IMPORTANT: Check management skills at the end of document. | | | |
| **Languages** | | | |
|  | **French** | **Dutch** | **English** |
| **Spoken** | Fluent | Basic (Currently learning) | Native |
| **Written** | Fluent | Basic (Currently learning) | Native |
| **Comprehension** | Fluent | Basic (Currently learning) | Native |
|  | *Scale : native - fluent – good - basic* | | |
| **Professional experience** *(for every position fulfilled, most recent first, add rows if needed)* | | | |
| **Company** | **Employment Ministry** | | |
| Period | ***October 2021  to January 2022*** | | |
| Role | **SAS Support / Development** | | |
| Tasks | Maintenance and some development of existing applications based on the SAS/Intrnet platform. Based on User’s choices, web pages were dynamically created to show the relevant info. This involved a combination of base SAS, macros and SCL | | |
| Tools | SAS 9.4, SAS Intrnet, SAS Scl , Linux | | |
| **Company** | **AXA** | | |
| Period | ***November 2019 to December 2020*** | | |
| Role | **SAS Support / migration Power BI** | | |
| Tasks | Working with various departments of the Retail business unit, my task was to ensure that day to day jobs based on the old InfoCenter continued to function during the migration from a SAS Mainframe environment to a SAS Di studio/Power BI environment. Most of the jobs involved using SAS to extract data from the mainframe, then producing reports in Excel using a combination of Vbs, Vba, Access and SAS Enterprise guide | | |
| Tools | SAS mainframe (TSO), SAS Enterprise guide 7.1, Vba,Vbs | | |
| **Company** | **Beobank** | | |
| Period | ***August 2018 to April 2019*** | | |
| Role | **SAS Support / Development (marketing migration)** | | |
| Tasks | Worked in the BI Campaign Management Department, closely associated with the marketing department  My mission was to support the re-programming of marketing campaigns, and to ensure that the transition of the Campaign Datamarts to the new data warehouse (HP Vertica) went as smoothly as possible in the migration  This involved closely liaising with business (sales, product ..) to understand the best way to maximise the use of the new environment (campaign management/ campaign automation)  Data involved could be quite large, so code optimisation was used wherever possible  The Customer datamarts contained information on every customer account and their demographic information, as well as segmentation etc  Queries could be ad hoc or specific to a marketing campaign  Output was generally in the form of selections from the datamarts into SAS datasets or Excel  Reports and basic dashboards were made on the selections, so the use of BI knowledge and the ability to create nice looking reports and good visualisation skills was an added asset – this involved also an interaction with the end users to get the desired results | | |
| Tools | SAS Enterprise guide, macros, SQL, ODS , some excel macros and vba | | |
| **Company** | SNCB (Ypto) | | |
| Period | ***September 2017  to July 2018*** | | |
| Role | **SAS Support / Development** | | |
| Tasks | Working in the BI Department, I was responsible for maintaining all SAS jobs in daily scheduled runs. Real time data from various sources (Oracle, SAP, Excel, XML) is compared to predicted/planned data regarding trains - this could be concerning train composition, departure and arrival times, ticketing sales etc .  This was a troubleshooting role,aimed at resolving and explaining possible problems to the business users eg. connection or access problems,missing data , disk space, jobs in abend.etc  This involved mainly Base SAS and lots of macros, as well as ODS for the reporting side. SAS Enterprise guide was also used  I also looked into improving the efficiency of some jobs regarding time and disk space An attempt was made to document these largely undocumented processes | | |
| Tools | Base SAS 9.4, ,Base, (ODS,Macro) SQL, SAS/AF,SAS Enterprise guide Windows,Linux | | |
| **Company** | **Engie** | | |
| Period | ***July 2016  to September 2017*** | | |
| Role | **SAS Support/development migration** | | |
| Tasks | Following the liberalisation of the energy market in Belgium, a major change is to be made to the way parties exchange data among themselves- this is known as Mig6  In preparation for this, a large number of existing SAS programs had to be adapted to cope with the new input data and structure, as well as changing the logic  I worked closely with other team members involved in this transformation to ensure that the transition from a development environment to Test and Acceptance runs smoothly  I also documented the stages involved for this transition process | | |
| Tools | SAS 9.4, ,Base, (ODS,Macro) SQL, SAS EG WIndows  Agile management techniques | | |
| **Company** | KBC | | |
| Period | ***September 2015   to April 2016*** | | |
| Role | **SAS Support/development migration** | | |
| Tasks | Worked within a team providing support for SAS users at KBC  Development and maintenance of new and existing programs for users on mainframe and server environments  Creation of macros allowing users to continue reading and writing excel files (necessary to resolve differences in migrating to a 9.4 64 bit environment)  In some cases this necessitated Vbscript, especially when replacing older programs still using DDE techniques. Between 500 to 1000 programs were involved in this initial suite (used as a pilot project) , meaning liaising with the users to allow a seamless transition so they were able to continue working with minimum disruption   Providing clear documentation on how to use the above macros, also showing possible problems and how to overcome them | | |
| Tools | Base SAS 9.4, SAS/AF ,Base(ODS,Macro) SAS/Graph, SQL Mainframe, WIndows  Vbscript, Javascript Agile management techniques | | |
| **Company** | Fortis | | |
| Period | ***January 2015  to May 2015*** | | |
| Role | **Web based reporting** | | |
| Tasks | Using information regarding negotiated discounts collected on salespeople from all branches of BNP, the data is aggregated at all levels of interest to create a cube allowing examination by region, function, decision level etc.   Dynamic web pages based on the user’s selection are published on the intranet available to all branches in Belgium.  The reporting application is intended to help Agency Group Directors in coaching salespeople regarding their discount behavior. It shows to what extent salespeople use their own environment or ask their hierarchy to do so. The target group consists of Agency Group Directors (+/- 160 people)   This was completed on schedule, and the results were very positive.  Full documentation was provided in an easy to read format  It was programmed using a combination of SAS/Intrnet, , SAS SCL, base SAS , macros, Javascript , html | | |
| Tools | SAS 9.2, SAS AF(SCL) , Base Javascript, Html  Windows Unix | | |
| **Company** | Fortis | | |
| Period | ***June 2003 to December 2015*** | | |
| Role | **Risk Management** | | |
| Tasks | Valuation of the banks's portfolio and calculation of VaR (Value at Risk). Monthly data consisting of cash flow,mortgages,derivatives, equities etc is transformed and consolidated from various Fortis/BNP Branches/Subsidiaries, allowing financial analysts to value the portfolio (Market value and sensitivities -Npv, duration, 'Greeks' etc) and calculate what amount of this is at risk, according to various scenarios applied to the historical Market data- eg Principal Component Analysis (PCA), Stress testing etc. The application has continually evolved, so over time output too has evolved and is supplied for report publishing in various formats- web based reports, olap cubes, rtf documents, population of Sql-server tables (for SQL reporting services), Sas datasets, Pdf, Excel files as well as Word and rtf documents.  Therefore flexibilty of the application has been paramount. The multi-user application runs in Development, Test and Production environments, so clear documentation/manuals and explanation of the process flow is very important to users, as well as support for SAS and the application itself within the department. The application was developed in SAS/AF to create the GUI, using Base SAS and (originally) SAS/Risk which call various jobs produced using SAS Warehouse Administrator | | |
| Tools | SAS 9.2, SAS AF(SCL) , Base(ODS,Macro) SAS/Graph, Windows NT, ODBC, SQL Server, Citrix, SQL, Mainframe | | |
| **Company** | Belgian Health ministry | | |
| Period | ***Dec 2002 to June 2003*** | | |
| Role | **Publication Cd-Rom** | | |
| Tasks | Working with a small team of doctors for the publication of a cd-rom which was distributed to every hospital in Belgium, allowing each hospital to compare their performance (budgeting, bed occupancy, number of out-patients etc), compared to national data.  Feedback from the hospitals was very positive, as it was the first time that they had received this information in a such an easy to use format- apparently this was incredble as normally they are very hard to please | | |
| Tools | Sas v8.28.2, Oracle ,SAS AF (SCL), Base(ODS,Macro) SAS/Graph | | |
| **Company** | GlaxoSmithKline | | |
| Period | ***Oct. 2002 to Dec 2002*** | | |
| Role | **Clinical Trials – SAS development** | | |
| Tasks | Worked offsite for the Biostatistics department on a study to test the effectiveness of a vaccine. Involved in the development of a large SAS macro to enable physicians to evaluate the impact of the vaccine. Input data is from Excel files, and a multitude of parameters permit multiple subsetting and report type combinations, from basic reports to more detailed statistical reports. The program was designed to be very user friendly, with error-capturing, data validation etc. I was also responsible for user documentation and testing. | | |
| Tools | Sas/Base version 8.2, Windows 98/2000/NT | | |
| **Company** | Cobac | | |
| Period | ***Feb. 2001 to Nov 2001*** | | |
| Role | **Euro conversion** | | |
| Tasks | Conversion of all financial applications impacted by the introduction of the Euro. Data was read from DB2 to provide OLAP output and cubes. SAS was used for the input stage, with Impromptu and Powerplay providing the output. The conversion necessitated a thorough knowledge of SAS and some Cognos experiences, as well as lots of interaction with affected users. In parallel, I provided SAS support and maintenance of production jobs. | | |
| Tools | Cognos Impromptu, Powerplay and Transformer, DB2, Base SAS(V6 and V8), Windows NT, MVS | | |
| **Company** | AXA Royal Belge | | |
| Period | ***May 2000 –Oct. 2000*** | | |
| Role | ***Analyst/developer, SAS support*** | | |
| Tasks | In the End user Solutions department provided support to SAS Users, as well as some development and general admininistration of users – eg setting up new user accounts etc., At the time of leaving I also became involved in the development of ‘The financial and reporting network’- an AXA intranet using SAS/Intrnet to create dynamic web pages and Excel spreadsheets. | | |
| Tools | Base SAS(V6 and V8),SAS/Intrnet,SAS/Connect,SAS/Share, SAS/AF Windows NT, MVS | | |
| **Company** | Proximus | | |
| Period | ***Jun. 1998 –Feb. 2000*** | | |
| Role | ***Data Warehouse Analyst/developer*** | | |
| Tasks | Assisted in a team for the development of a new datawarehouse for in excess of 1 million mobile telephone subscribers. SAS data warehouse administrator generates the SAS jobs to load the raw data coming from the antennas of the network (9-12 million records per day). The data was then cleaned up, transformed, merged with other sources (Oracle,Sybase) and summarised. This was then loaded into Oracle and analysed with Business Objects.Because of the data volume, it was also necessary to look at ways of improving running time, disk space and memory use.  Other tasks were the maintenance and development of other jobs, reading from either Oracle, Sybase, SAP or flat files. This also meant some work with ERWIN, SQL plus, Unix scripts etc | | |
| Tools | Base SAS(6.12), SAS Warehouse Administrator,SAS/Connect,SAS/Share, SAS/AF, SQL, Some Oracle, Sybase and SAP, Erwin modelling tool  Unix ,Windows NT,Exceed | | |
| **Company** | Eurostat, European Commission | | |
| Period | ***Aug. 1994 –Jun. 1998*** | | |
| Role | ***Data/Information Analyst, SAS support*** | | |
| Tasks | Development/implementation of a system to analyse trade discrepancies between the EU and other major trade partners. I was responsible for the look and feel of the system, and the output produced, which could be graphs or reports. It was written using base SAS for reading the data and SAS/AF and EIS for analysing the results.  Previous studies before the system was developed took about a year to produce results, but now, preliminary results can be shown almost as soon as the data is available. This is the first time that a major organisation had attempted to show the discrepancies in such detail.  I also unofficially provided SAS support within our department. | | |
| Tools | Base SAS(6.12), SAS/AF, SAS/EIS, SAS/Graph  Unix,Windows 3.1, NT,PC/NFS,Exceed, VM/CMS | | |
| **Company** | Eurostat, European Commission | | |
| Period | ***Jan. 1994-Jul. 1994*** | | |
| Role | ***Adviser*** | | |
| Tasks | Writing of a feasibility study on the migration of an important SAS/AF application from a VM/CMS environment to a Unix client/server environment. Rather than just write the report, I also implemented the migration! This was performed so the transition between the two platforms was very smooth for the users- therefore they could carry on working as usual.Of particular importance was security and usability as the data was of a politically sensitive nature, being employment statistics.  Additional functionalities were also added to the system using SAS/AF. All of the above involved getting lots of input from different groups of people.This project was used as a pilot for other large EU migrations. | | |
| Tools | SAS, SAS/AF, Unix,VM/CMS,PC/NFS, Windows 3.1 | | |
| **Company** | Deutsche Bank | | |
| Period | ***Apr 1993 -Dec. 1993*** | | |
| Role | **Analyst/developer** | | |
| Tasks | Production of a reporting system, reporting on accounts held in every branch of the Deutsche Bank- this was a major application, completed before schedule. Another application was written using new functionalities available under SAS/AF and SAS/EIS, also completed before schedule | | |
| Tools | SAS, MVS/TSO , JCL, CLIST, SQL, DB2,Windows, OS/2 | | |
| **Company** | Eurostat European Commission | | |
| Period | ***Mar. 1992-Apr. 1993*** | | |
| Role | **Analyst/Programmer, SAS support** | | |
| Tasks | Development of a menu based application to read and validate employment data as it arrived from the member states, using SAS/AF and macros. Other tasks were the production of ad hoc reports-these were in the form of graphics, cross tabulations or raw data using SAS. I also provided SAS support to users within the Labour Force Survey group. This came about because of my previous position at the European Commission. | | |
| Tools | SAS, SQL, Unix, VM/CMS,Windows | | |
| **Company** | Eurostat European Commission | | |
| Period | ***Sep. 1988-Mar. 1992*** | | |
| Role | **SAS Installation Representative, SAS support/training** | | |
| Tasks | The task here was to provide support, training and information on all aspects of SAS for all levels of users.- this entailed giving SAS courses and presentations in French and English. I also wrote a system to provide information on SAS to users- I presented this as a paper at SEUGI 1989.  I was also responsible for the installation and maintenance of SAS on various platforms- VM/CMS,MVS,PCs | | |
| Tools | SAS, Rexx, VM/CMS, MVS/TSO, UNIX | | |
| **Company** | D’Ieteren | | |
| Period | ***Apr. 1988-Sep. 1998*** | | |
| Role | **Programmer** | | |
| Tasks | Improving the efficiency of the way SAS was used at D'Ieteren.  This was accomplished by giving courses and re-writing some of the production programs- for the major production programs, execution time was reduced by up to 90%. | | |
| Tools | SAS,REXX,VM/CMS | | |
| **Company** | Dow Corning | | |
| Period | ***Aug 1987 -Apr. 1988*** | | |
| Role | **Programmer** | | |
| Tasks | Replacing a suite of Easytrieve programs with SAS Producing various business reports and graphics | | |
| Tools | SAS,MVS,Easytrieve | | |
| **Company** | Nato Headquarters | | |
| Period | ***Aug 1986 -May 1987*** | | |
| Role | **Analyst / Developer** | | |
| Tasks | Development of a radio deployment model for the Allied Radio Frequency division of NATO. This was created using Fortran for data input and validation, then read into SAS.  A series of menus was presented to the user (using macros), enabling the model to be examined and manipulated using graphics procedures. This meant that the radio frequency engineer could concentrate more on analysis of the model | | |
| Tools | SAS,REXX,VM/CMS,Fortran 77 | | |
| **Company** | AGB Impact | | |
| Period | ***Sep. 1985-Jul. 1986*** | | |
| Role | **Analyst / Programmer** | | |
| Tasks | Solely responsible for the implementation of a cumulative reach and frequency analysis system based on a sample of people's reading habits of the national press etc. At the time of my departure, this system had been sold to several advertising agencies. | | |
| Tools | Fortran 77, VMS on Vax 785 | | |
| **Company** | Electricite de France | | |
| Period | ***Sep 1983-Sep 1984*** | | |
| Role | **Programmer** | | |
| Tasks | To help in the writing of a system to recuperate opinion survey results and show these graphically. This was written in Fortran and called as a SAS Procedure. Details of this were published in SEUGI 1986 | | |
| Tools | SAS, MVS, Fortran 77, | | |
| **Management Skills** | | | |
|  |  | | |
| **Technical Skills** | **Has given SAS courses in French/English in Luxembourg, Brussels and Geneva** | | |
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| **Others** |  | | |
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