

PROFESSIONAL SUMMARY

Senior BI Developer / Analytics Engineer with 10+ years progressive experience delivering business intelligence solutions at both community and enterprise level. Repaired and modernized legacy stacks. Implemented analytics across healthcare, nonprofit, and education orgs. Line-of-fire experience translating complex and competing business needs into scalable Power BI, SQL, and ETL solutions. With strong roots in operations and administration, I find a lot of empathy for the user.

Microsoft Certified: Power BI Data Analyst Associate (PL-300).

CORE SKILLS

Analytics & BI

- Power BI (advanced DAX), SQL/T-SQL, SSRS/RDL, Tableau, Excel (Power Query, PivotTables)

Data Engineering

- ETL development, dimensional modeling (star/snowflake), data quality & validation, performance tuning, automation (SSIS, Python, VBA)

Business & Delivery

- KPI design, executive reporting, stakeholder management, documentation, training

SELECT EXPERIENCE

SEP 2021 – DEC 2025 | Developer, Information Systems and Technology

UHN Foundation, Toronto, ON

Led organization-wide BI solution deployment, bridging the gap for marketing, fundraising, finance, and executive leadership during a major systems modernization.

Key Achievements

- **Designed, built, and maintained 30+ Power BI dashboards** using advanced DAX, SQL data pipelines, and reusable models to support campaign monitoring, performance tracking, and executive reviews.
- **Improved data reliability and platform stability by increasing dataset refresh success rates by ~35%**, while reducing errors, data inconsistencies, and reporting outages across a legacy ecosystem of 500+ MS Access databases, VBA, and Crystal Reports.
- **Standardized KPI definitions and reporting logic across departments**, establishing data dictionary and data governance roots.
- **Enabled self-service analytics adoption** through user training, documentation, and workshops, encouraging data literacy and reducing ad hoc reporting requests.
- **Partnered directly with senior stakeholders** to translate business questions into analytics solutions, becoming subject matter expert across departments, while delivering clearly framed insights to very different audiences.

Ryan Kamstra

Toronto, ON | 416-760-9581 | Ryan.Kamstra@gmail.com | [BI Portfolio](#)

SEP 2016 – AUG 2021 | **Tableau Developer & Database Administrator**

The Centre for Mindfulness Studies, Toronto, ON

Owned end-to-end analytics delivery, creating dashboards and integrated data models to support operational and financial oversight.

Key Achievements

- **Built the organization's first structured data mart**, improving query performance and long-term reporting maintainability.
 - **Unified data from 5+ systems** into a single analytics repository, tracking revenue, enrollment, trends, and operational performance, enabling faster insights for leadership.
 - **Presented KPI trends and analytic findings** to stakeholders, helping identify planning opportunities and program improvements.
 - **Authored comprehensive documentation** for KPIs, ETL workflows, and business rules to support learning and knowledge transfer.
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OCT 2013 – PRESENT **Consultant, Analytics & IT Support**

Various Clients, Toronto, ON

Delivered bespoke solutions in workflow automation, digital communications, and EMR data management to optimize administrative productivity and student/patient delivery.

Key Achievements

- **Automated large-scale CMS data recovery**, using Google Workspace admin tooling (GAM) to programmatically retrieve **227,000+ files**, validate completeness, and restore access for organizational stakeholders.
 - **Provided ongoing and cost-competitive operational, administrative, technical, and marketing support to private clients and not-for-profits** including The Centre for Mindfulness Studies, Headstart Social, Modern/Mind Body Training Inc., Dr. Patricia Rockman, MD, and Elaine Smookler, RP.
 - **Delivered customized solutions in workflow automation**, employing Google Suite, Excel, Microsoft Access.
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DEC 2013 – AUG 2021 | **Development Consultant**

Opera in Concert / Toronto Operetta Theatre, Toronto, ON

Optimized legacy tracking systems with automated VB and SQL workflows to support strategic growth and to automate multi-company campaign delivery.

Key Achievements

- **Designed and optimized custom MS Access database solution** for annual fundraising campaigns, including donor tracking and project management databases.
 - **Developed reusable SQL procedures** in Microsoft Access for improved reporting, large-scale mailings, and automated, cross-application business processes.
 - **Provided ongoing, cost efficient and on call consultation** as well as onsite technical, strategic, and data management support.
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JUN 2012 – SEP 2013 | **Administrative Assistant**

Opera in Concert / Summer Opera Lyric Theatre / Toronto Operetta Theatre, Toronto, ON

Key Achievements

- **Repaired bespoke Microsoft Access CRM;** maintenance and development
 - **Through automated VBA routines and Microsoft Office applications,** managed artist agreements, payroll, budgets, donor receipts
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MAR 2012 | **Microsoft Access Database Developer (Contract)**

Planned Parenthood Toronto, Toronto, ON

Key Achievements

- **Designed and implemented a MS Access database solution** to track volunteer hours and training activities.
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1999 – 2002 | **Literacy Access Network Coordinator**

Metro Toronto Movement for Literacy, Toronto, ON

Key Achievements

- **Designed and built Canada's first searchable online database (MS Access)** of literacy programs, centered in the GTA.
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EDUCATION & CERTIFICATIONS

Bachelor of Arts — Queen's University | Microsoft Certified: Power BI Data Analyst Associate (PL-300) | Workshop DP-500: Designing & Implementing Enterprise-Scale Analytics (2023) | WorkshopPLUS — Advanced Business Analytics with Power BI (2022)

AWARDS

2025 UHN Foundation Value Award – Team Collaboration