R. Daniel Cosey

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**SUMMARY**

* Professional with extensive global operations experience as a digital technology leader working with eCom, application development, operations, sales, marketing, and accounting ensuring financial discipline and strategic innovation

1. Developed our annual company-wide vision and strategy for IT operations, corporate applications, CRM, Data Warehousing / Business Intelligence and sales support solutions
2. Drove applications and insights to improve our digital experience, consumer lifecycle, and customer engagement
3. Negotiated vendor contracts (equip, consultants, on/offshore), maintaining fiscal responsibility for a $22M+ budget
4. Architected Data Warehouse solutions, BIG DATA services, data science initiatives, app portals, and IT Governance

* Disciplined leader with proven success in financial/cost analysis, process improvements, and meeting tight deadlines

1. Deployed analytic & reporting models to support the company’s Global financials: GAAP, Balance Sheet, P&L, etc..
2. Leveraging process cost analysis and six sigma techniques increased business efficiency by over 25%
3. Lead matrix teams (business/tech) to scale product engagements from under 30/days to resulting in 2M+
4. Lead software/hardware projects to maximize DR and Data Center efficiency while reducing CapEx costs by 14%
5. Directed and provided oversight to full VOIP & VM implementations reducing Telco/Infra costs by over $3M annually

* Proactive thinker looking beyond the limitations of current technology to identify hidden profit through advanced applications, analysis, innovation, and programming practices.

1. Architected solutions and web service frameworks for market intelligence, enabling $40M in new business/products
2. Negotiated business cases with CEO for monetizing our data and created a culture for “Data as an Asset”
3. Delivered the 1st transcontinental MPLS network enabling free global calls and 5 digit sip routing
4. Advised on complex, multivariate analysis, and prediction models for patterns and shifts in compensation patterns
5. Ran projects with opensource tools as business interfaces to expand utilization of our BIG Data assets on Hadoop

**EDUCATION**

**Merger & Acquisitions Executive Ed.** Northwestern University, Evanston, IL

**MBA**; **MIS & Finance**, Mercer University, Atlanta, GA – with Honors

**BS**; **Statistics & Business Admin**, University of Tennessee, Knoxville, TN, current: Advisory Board Member

**PROFESSIONAL EXPERIENCE**

**TeamHealth Knoxville, TN 2017 - Present**

**VP Data Science & Architecture (2019)**

**VP Enterprise Data & Analytics (2017)**

Reporting to the CIO, I developed, lead, and executed the transformation of our Enterprise Data and Analytics vision and strategy in order to advance insights and analytic capabilities. As part of the transformation, it was necessary to invest in the culture, people, architecture, and processes in order to build collaborative relationships with our business partners, senior leadership, and executive stakeholders. My deliveries include:

* Established our 5 yr strategic plan, BRITS assessment, business partners, and 14Mil capital investment plan
* Matured the existing culture and technical staff through professional reading, training, and experimentation
* Lead and delivered a modern flexible architecture with traditional, Big Data, and advanced analytic capabilities
* Implemented development, deployment, data quality, and delivery standards for our engineering programs
* Transformed Executive KPI readouts into automated digital dashboards increasing operational efficiency and data quality
* Delivered daily recruiting insights/signals driving higher activity and management reviews resulting in $1.5M in savings
* Migrated batch-based volume reporting into real-time analytic insights improving pattern recognition and predictions
* Rebuilt an eOptemtrix solution into a flexible distribution service saving $2.3M and increased market differentiation
* Introduced data science techniques and machine learning capabilities to model recruiting targets and volume
* Matured our single version of truth with Master Record Management principles for core identities in the organization
* Improved labor capitalization rates to 41% from 10% by optimizing FTEs and onshore/offshore contractor work streams

**Bluestem Brands Eden Prairie, MN 2015 - 2017**

**VP Enterprise Business Intelligence**

Reporting to the CIO/CTO, I built, delivered, and ran our Enterprise Data and Analytics vision and strategy to transform the business and integrate the data assets of our $2+ Bil organization. As part of the desired transformation, it was necessary to transform functional tech teams from SDLC to agile delivery squads, develop a culture of learning/innovation, and build collaborative relationships with our regional brands, senior leadership, and executive stakeholders. My deliveries include:

* Built and delivered our strategic 5 yr plan, 12Mil capital investment strategy, and 100Mil revenue return
* Matured our BI Product Mgmt team from order takers into trusted Product Owners recommending technical products
* Maximized previous investments in our traditional EDW assets while advancing delivery speed and innovation through the use of newer Big Data and Analytic technologies
* Increased operational efficiency by greater than 43%, and exposed 1.2M in allowance losses with unstructured data sources
* Delivered enterprise analytic solutions to de-risk the business from credit, collections, and compliance risks
* Enhanced our machine learning and data scientist teams’ capabilities to release risk models on and into the data platform
* Assessed the Orchard and Northstar architectures and drafted the technical integration plan reducing expenses/support
* Matured our single version of truth to enable 800k in cost savings, and automated risk audits from 36hrs to under 90 mins
* Improved labor capitalization rates to 73% from 50% by optimizing FTEs and onshore/offshore contractor work streams

**Cox Automotive – AutoTrader Atlanta, GA 2014 - 2015**

**Sr. Director of Product Data Services**

As a transformational leader, my deliverables include assessing current state strategy alignment and turning the area around into an efficient more technical center of excellent without disrupting existing project commitments. My delivery focus is on the maturity, growth, scale, analytic, and scientific needs for the growing data demands for OEM, Dealer, TradeIn MarketPlace, CoOp, and private seller product teams. Additionally, our deliveries require support across muti-device platforms (iOS, Android, PC, Tablets) while maintaining the data and UX consistency for productivity and integrity. Our core ownership extends to all things data; frontend transaction dbs, digital audience and traffic behaviors in Hadoop, and corporate KPIs and analytics within a traditional EDW.

* Directed a team of 69 engineers for integration, architecture, delivery, analytics, and data scientists
* Successfully delivered business-driven data projects in support of the corporate-level data strategy and objectives with a focus on new Products
* Significantly increase devolvement speed by improving development standards, reducing code debt (6400 unmanaged solutions), giving more engineer ownership/accountability, developing access controls, and valuing candor over commands
* Partnered and collaborated with various other business areas such as Enterprise Architecture, Customer Operations, Sales, Finance, Operations/Infrastructure, and Frontend development teams
* Developed business strategies to formulate Big Data, Operational Reporting, Analytical Solutions and other custom data solutions to support these strategies (Hadoop, Spark, Hive, Oracle OLTP, Netezza OLAP, D3, APIs, CSS, Datameer)
* Drove down costs with better contract rates, raised efficiency through agile principles, decreased redundancy in resource skillsets, while still delivering on ~$8M in complex capital projects
* Quickly built relationships within 90days with a “go and see” accountability model meeting with every level of leadership, 2 regional sales meetings, 4 ride-a-longs, and 2 auto auction walkthroughs, and 32 developer chairsides
* Lead data scientists through variation and prediction models using Arima and Winters seasonality models within R and Phython and delivered internally in Microstrategy and Tableau
* Coached management and employees through personal and professional development with reading directives which lead to self-directed improvement activities across the team and created a results oriented cultural
* Most importantly gain extremely high employee satisfaction ratings by leading with transparency and execution (when a commitment was made it was delivered)

**CAREERBUILDER.COM LLC. Norcross, GA 2000 - 2014**

**Sr. Director of Information Management (2012)**

**Sr. Director of Intelligence – Data Integration, Master Data Management, Data Quality, Data Scientist, Application Mgmt.**

Diamond Club Winner 2011, IFE Winner 2010 (Exec Lead)

Supporting the vision and new mission statement toward data as a product, my deliverables include the maturity, growth, scale, and scientific needs for the growing data demands for Workforce Analytics, Talent Network, AES, Niche, and Core product teams. Additionally, I directed our information systems, applications, and mobile tools to improve employee productivity.

* Directed a team of 11 software engineers and application developers, and 35 DW engineers, data scientists, and leaders
* Lead data architecture and services producing 40M+ in new revenue, 30% more data innovations, and a 40% increased usage rate from CB clients.
* Lead research increasing understanding of “keyword” contributions on key KPIs leveraging Hadoop bifurcation processes
* Supported validation services for GEO mappings and derived zip codes from consumer APIs and matching algorithms
* Drove prediction models for compensation trends leveraging SAS and smoothing algorithms using open source services in R
* Negotiated roadmaps and SLAs from internal and external suppliers to improve Data Quality and measurement variations from classification applications and relevant data assets.
* During client engagement and learning sessions, I develop an R&D pipeline of trails/experiments for data solutions valued by our clients yet complex enough to challenge our Data Scientists
* Established reviews and audit procedures to ensure adherence to metadata standards
* Adjusted alignment and development strategies producing a greater than 80% project completion rate and 6 projects per team per quarter on average.
* Mentored and guided our Data Stewards and Data Scientists through use of scientific principles, reinforce the strategy and tactical timelines or set expectations based on client or development team feedback
* Constructed and facilitated a Center of Excellence group for analytic collaboration across the business divisions
* Delivered Board level presentations reporting strategy updates to the CEO, CDO, and CFO, collaboratively setting priorities and investments toward hardware/software platforms, Data Quality, SLAs adjustments, R&D innovations, and forecasts
* Participated in public speaking engagements on recruitment and employer analytics illustrating the power of data mining to discover new insights and pipelines for skills and talent scarcity

**Director of IS & International IT - BI, Information Systems, & International Operations (2008)**

**Personified, Chief Data Officer,** a CareerBuilder company

**BrightFuse, Board Member,** a CareerBuilder company

Reporting to the Sr. VP of IT - CIO, our executive leadership requested my support to ramp up our three largest development investments; Data Intelligence, Information Systems, and International expansion.

**Director of Corporate Operations (2004)**

**Executive Director of Global Operations – DW/BI, CRM, HelpDesk, Network, Infrastructure, International Operations**

Oversee the project efforts/costs of initiatives across the corporation/divisions collaborating with the CXO level managing development solutions, resources, capabilities, and capacity planning during the variations of growth. The organizational footprint extends 20+ business units and 8+ countries.

**Business Intelligence Development Manager - "Strategic Business Solutions Director" (2002)**

Reporting to the CTO, I directed the strategic and tactical direction for information technology solutions managing three multinational teams responsible for the company’s Business Applications and Data Analysis Solutions.

**HEADHUNTER.NET, Norcross, GA 2000 – (acquired by CareerBuilder)**

**Data Warehouse / Reporting Team Lead**

Reporting to the VP of Technology, I managed two teams responsible for market driven metrics and analysis; Data Warehouse and Data Reporting teams. Built out the enterprise EDW and presidential 'Dashboard' for information and analysis.

**BELLSOUTH TELECOMMUNICATIONS, Atlanta, GA 1999- 2000**

**Manager/ISO Consultant- Interconnection Operations**

Reporting to the Director of Employee Effectiveness, I managed various departmental teams supporting the ISO compliance program and adoption in the CS Services business unit for 3 regional sites of over 1500 personnel.

**ROCK-TENN COMPANY, Norcross, GA 1996 - 1999**

**Quality Manager - Norcross Folding** - Norcross, GA

Reporting to the General Manager, I managed Quality Department operations and the supervision of 6 technicians.

**Corporate Project Manager** -Home Office - Norcross, GA/ Waxahachie, TX/ Kimball, TN

Reporting to the Director of Quality, I was the organization liaison between Quality Managers & the IS Dept. negotiating the pull through of a new plant floor data collection system.