Dan Costa

Golden, CO 80401
Cell: (508) 561-1054
E-mail: dcosta@axon.com

Position Title	Education
Data Engineer, Technical Lead	BS, Criminal Justice, Arizona State University, 2011 Data Science Immersive - General Assembly, 2022

Summary of Experience

As a Data Engineer Technical Lead, my expertise lies in delivering complex, data-driven solutions in dynamic environments. My role involves facilitating communication, leading teams to enhance efficiency and ensure consistency, and aligning project goals with organizational objectives. Skilled in adapting to new challenges, I focus on delivering quality solutions and maintaining high performance standards.

Professional Experience

Axon, Data Engineer Technical Lead, January 2024 – Current

- Leads daily standups to proactively address current projects and surface potential risks, maintaining open lines of communication with management and ensuring alignment with strategic objectives.
- Designed and implemented the Agile process for the engineering team and stakeholders, defining all key components essential for a successful development team adhering to agile methodologies
- Developed a centralized platform that significantly reduced onboarding time from months to weeks, enhancing team efficiency by standardizing processes and streamlining workflows, benefiting both new hires and current engineers.

Axon, Data Engineer, August 2022 – January 2024

- Develops and deploys custom pipelines for data integrations, enhancing data management and operational efficiencies for the customer. This reduces manual customer intervention, minimizes data entry, and allows law enforcement agencies to focus on critical tasks by alleviating the administrative load.
- Mentors engineers by fostering a culture of best practices in data solutions engineering and integrating new hires into company culture. Notably by expanding upon a company-wide program to foster a new program which provides hands-on assistance and shadowing to ensure new hires gain practical experience and support while contributing to the code base, enhancing team productivity.

RedZone Software, July 2018 - March 2021

Data Manager, July 2019 – March 2021

- Managed customer onboarding processes through various integrations, ensuring adherence to industry security standards and fostering trust through compliance.
- Led weekly meetings with customers and internal leads, including C-level executives, to ensure that organizational objectives were planned, tested, and successfully achieved, thereby boosting confidence and ensuring customer satisfaction.

- Coordinated technical support efforts and led the automation of manual tasks to enhance efficiencies, including the development of a script that streamlined risk assessments against customer portfolios, reducing the task duration from hours to minutes.
- Provided proactive client-facing support, effectively addressing technical data issues and broader business concerns to maintain high client satisfaction and engagement.

Data Analyst, July 2018 – July 2019

- Managed reporting infrastructure and served as Project Manager for internal projects, including the development and deployment of a real-time product to manage resources during incident response.
- Provided customer support by facilitating the relationship between software engineers and clients.
- Supported the Intelligence Department with actionable insights on active threats.

L.L. Bean, Retail Planner, February 2016 – March 2018

- Led a team of analysts on a high-visibility project to develop and implement improved forecasting models, resulting in increased efficiency and enhanced forecast accuracy.
- Coordinated cross-departmental projects to align merchant visions with financial plans.

RedZone Software, Intelligence Analyst, December 2013 – March 2015

- Managed disaster analysis using ESRI's ArcGIS, providing actionable intelligence for incident response.
- Led mitigation field teams, ensuring timely and effective disaster response.

BAIR Analytics Inc., Pattern Analyst, April 2012 – August 2013

Predictive Regional Crime Analyst for the County of Sacramento, January 2013 – August 2013

- Coordinated a regional data sharing initiative, fostering collaboration among multiple law enforcement agencies to implement the county-wide crime analysis tool, ATACRAIDS.
- Served as the sole analyst for a specialized regional task force, delivering briefings to Command Staff.
- Developed and implemented strategic, tactical, and predictive products for resource allocation.

Joint Improvised Explosive Device Defeat Organization (JIEDDO) April 2012 – January 2013

- Supported the Counter-IED mission with geospatial and statistical analysis.
- Assisted senior team members in process improvement and technical support projects.