

# J. Deon Garrett

Senior Leader in Data Engineering, Data Science, and Analytics

---

+1 (901) 530-7727 • [deong@bayesist.com](mailto:deong@bayesist.com)  
<https://linkedin.com/in/deongarrett> • <https://github.com/deong> • <https://bayesist.com/pubs>

---

## Professional Summary

- Detail-oriented, results-driven technical leader experienced in building data platforms and AI/ML solutions
- PhD in Computer Science specializing in AI and Machine Learning with 15+ years experience developing solutions and moving research to practice
- Extensive experience leading high-performing data teams through large-scale organizational transformation and building distributed governance of data assets across the enterprise
- Expert knowledge in multiple data-centric technologies (Python, R, SQL) as well as broader engineering tools (C/C++, Unix, AWS/GCP)
- Strong knowledge of IT and development processes spanning engineering, architecture, and infrastructure

## Professional Experience

- **Sr. Director of Data and Analytics, Rentokil-Terminix, Inc.**

July, 2023 – Present

As the Head of Data Platforms for North America, I drive the technical work to develop common analytics and data platforms across North America, including harmonizing and consolidating data assets and KPIs across a large mergers and acquisitions initiative.

- In concert with business and functional leadership teams, develop and govern enterprise metrics and KPIs spanning finance, sales, marketing, operations, HR, and other key functional areas of the organization. Notable successes include delivery of
  - \* The first up-to-the-day view of operating revenue in Rentokil-Terminix
  - \* The first near-real-time analytics for Rentokil-Terminix tracking starts of new sales and missed appointments
  - \* Accurate sales, operations, and portfolio analytics bridging Rentokil and Terminix data across multiple disparate source systems and business processes
- Developed and drove an initiative to reskill 20 internal resources from on-prem SQL analysts to GCP certified data engineers as part of a large digital transformation
- Built and managed a distributed data governance model supporting self-service BI and analytics across 60 IT and analytics-focused colleagues across multiple business teams
- Consistently delivered ahead of targets for AOP and synergy costs across a \$3.5m data platform budget

- **Director of Data Science, Terminix, Inc.**

January, 2018 – July, 2023

Responsible for all things Data across Terminix IT, including BI and reporting, data science and analytics, and enterprise data management and architecture.

- Accountable for all data migration, including data quality improvement, as part of a \$125m digital transformation initiative moving from an on-prem AS400 operating system to a variety of cloud platforms centered around Salesforce
- Oversaw design and implementation of next-generation data platform, replacing traditional SQL data warehouse with a data mesh platform built in AWS/Redshift to support combined AI and Analytics efforts spanning the digital transformation from on-prem to CXP platforms.

- Led enterprise data science and machine learning initiatives developing people and capabilities across multiple distributed teams constituting Terminix's analytical functions, including developing customer churn, pricing, and labor forecasting models
- **Chief Systems Engineer, AutoZone, Inc.**  
November, 2015 – January, 2018  
Senior technical lead over all of AutoZone's IT projects supporting the commercial and B2B E-commerce businesses. Responsible for design and some implementation of specific high-profile strategic projects and managed a team of senior engineers who were responsible for design and implementation across the board. Most work involved C++/Qt on the store side and Java for services.
  - rearchitected all commercial pricing systems from a batch oriented nightly process to a service architecture enabling real-time price updates
  - Designed the integration of AutoZone's loyalty program into the autozone.com site
  - Designed and led implementation of a system for getting real-time transactional information from 6000 stores
- **Senior Research Scientist, Icelandic Institute for Intelligent Machines**  
August, 2010 – October, 2015  
I led research projects in machine learning and other aspects of artificial intelligence. I served as the principal investigator for multiple successfully funded grant proposals, projects, and industry collaborations. Full publication list available on request or from my web site.
  - EU funded grant on multi-objective reinforcement learning that led to the development of a flexible problem instance generator allowing better controlled testing of reinforcement learning agents
  - collaboration with Össur ehf., a leading maker of medical prosthetic devices, in which I developed a system for intelligent recognition of gait information, enabling an artificial knee and ankle system to better adapt their behaviors to patient and environmental changes
  - development of a supervised learning system to detect seizure behavior from video of zebrafish larvae for the purpose of improving the efficiency of early stage drug development for epilepsy
  - developed the optimization algorithm used to derive state-of-the-art wind turbine designs from a large dataset from the Icelandic power company Landsvirkjun
- **Affiliated Assistant Professor, School of Computer Science, Reykjavík University**  
April, 2011 – October, 2015  
Taught graduate courses in Artificial Intelligence and Machine Learning and supervised multiple graduate students through successful defense.
- **Founder and Director, Greind Technologies, LLC**  
June, 2012 – January, 2014  
Consulting firm specializing in contract software development, particularly in mobile application development for iOS and Android.
- **Multiple Engineering and Architect roles, AutoZone, Inc.**  
July, 2006 – August, 2010  
Led R&D initiatives to implement and deploy numerous projects, including
  - a complete "Buy Online, Pick up in Store" solution
  - the AutoZone iPhone app and backend services supporting both the iPhone and Android apps
  - full-stack implementation of a self-checkout kiosk solution
  - lead developer on Z-Net®, AutoZone's next-generation graphical store operating system written in C++/Qt

## Education

- **Ph.D., Computer Science**, University of Memphis.  
Thesis: *Multiobjective Fitness Landscape Analysis and the Design of Effective Memetic Algorithms*.
- **B.S./M.S., Computer Science**, Arkansas State University.