

*"To love what you do and feel that it matters
how could anything be more fun?" Katherine
Graham*

Hailey Pate

A huge fan of puzzles, I enjoy cleaning up things like messy data and workflows and finding patterns that lead to 'Aha!' moments. My work to understand user needs, analyze business processes, and deploy solutions in iterative fashion is heavily based on the Kimball approach to data warehousing and business intelligence -- find out what the users want, then pragmatically deliver with grace. Always seeking an opportunity to learn and grow alongside passionate, creative folks.

Work Experience

Web Report Developer, OroSolutions

Austin, TX -- Jun 2018 - Jan 2019

Performed custom data integration and report development for boutique financial data shop. Provided technical support to end users of enterprise web applications (ASP.NET Web Forms application running on IIS); Received and processed new software feature requests; Used C#, HTML, and CSS to build custom data reports for output to HTML, PDF, TXT, and XLS formats; Automated data report creation and delivery for internal and external customers.

Study Sabbatical

Oct 2017 -- Apr 2018

Technical and professional skill-building included website design and development, search-engine optimization, e-commerce, and Salesforce; Volunteered with new local Austin non-profit start-up to design and build custom WordPress theme from scratch using PHP, HTML5, CSS, and Javascript.

Business Systems Analyst, Whole Foods Market

Austin, TX -- Jul 2017 - Sep 2017

Contract position; Worked on team responsible for developing and maintaining several key enterprise-level supply-chain software applications. Liaised with technical and non-technical staff to document business requirements, identify and analyze risk potential, and design test plans to validate user stories. Daily tools included Visual Studio Team Services, agile project management, and whiteboard markers.

Senior IT Business Systems Analyst, City of Austin

Austin, TX -- Jul 2015 - Mar 2017

Temporary position; Worked as part of City of Austin's multi-disciplinary Open Data Initiative team. Wrote scripts to harvest data from the City's open data portal to assess and improve data products; Developed and implemented new documentation practices for open data-related projects to increase transparency and staff participation; Designed, built,

and maintained the City's first open data manual; Led project to deliver UML use case specification for sending open data suggestions to the City; Write SQL statements to study enterprise data systems; Developed and delivered numerous slide deck presentations to diverse audiences; Provided training on tools such as Tableau, Excel, Google Sheets, Airtable, GitHub, and Socrata; Improved how data is moved (ETL) between various enterprise systems

Product Resident Contractor, Code for America

San Francisco, CA -- Mar 2015 - Jun 2015

Advised Director of Health on data-related products and strategy; Evaluated data standards; Designed educational documents to help community organizations adopt and use data standards; Conducted research and issued written recommendations on project management and standards governance; Performed data profiling on various systems to assess quality and integration potential; Created screencast videos to demonstrate analysis and explain findings.

Data Consultant, Care Maestro LLC

Sacramento, CA -- Jul 2014 - Dec 2014

Assessed information needs and developed business requirements for health data startup; Created complex business process diagrams; Designed data report products for hospital customers; Developed and deployed technical ETL processes using Microsoft tools to capture and prepare data for reports; Successful pilot project resulted in long-term contract award with local Kaiser hospital.

Associate Governmental Program Analyst, California Emergency Medical Services Authority

Sacramento, CA -- Mar 2011 - Sep 2014

Prepared business requirements for complex health data collection systems; Used custom scripting to evaluate ambulance and hospital data from over 200 unique source systems; Planned and facilitated meetings with business users, program representatives, and IT staff; Conducted on-site visits to assess EMS data systems at local agencies across California; Advised state and local agencies on data system change management, including business requirements, software procurement, service level agreements, and success criteria; Responsible for tracking data program participation and issuing standing reports to internal and public stakeholders; Planned and prepared grant-funded project proposals, budget details, and reports leading to increased funding; Negotiated contracts between State of California, public agencies, and private consultants; Delivered California's first set of nationally-compliant EMS data standards.

Trauma Registrar, various

Aug 2007 - Feb 2011

At Dell Childrens Medical Center in Austin, TX, gathered data from multiple medical record systems; Tuned and maintained database; Designed and implemented data quality issue tracking system; At Childrens Hospital Los Angeles in Los Angeles, CA, built custom reports for surgeons; Assessed information needs and improved BI delivery; Reduced data entry backlog by 50%. At Ventura County Medical Center in Ventura, CA, prepared database mapping documents and XML file exports; Analyzed large HL-7 and XML documents; Collaborated with business users, agency IT staff, and software vendors to integrate hospital data systems for business intelligence delivery; Wrote how-to manuals for department staff

Volunteer Activities

Member, 2015 CfA Fellowship Advisory Committee

Sacramento Area Council of Governments, Dec 2014 - Dec 2015

Represented local Code for America brigade; Participated in quarterly meetings with members including mayors, county supervisors, and city councilmembers from across the six-county Sacramento region; Received updates from West Sacramento's Code for America fellows on status of their software development projects; Issued recommendations related to scope, feasibility, local relevance, and scalability.

Instructor, Code for Hood

Sacramento, CA, Apr 2014

Developed and delivered hands-on training sessions for improving slide deck presentations using Google Docs; Topics included collaboration, audience-centered design, and productivity tricks; Students were junior high and high school ages. Most of their parents stuck around for the training as well!

Co-founder and Captain, Code for Sacramento

Sacramento, CA, Apr 2013 - Jul 2014

Led and facilitated weekly meet-ups at local community tech space; Collaborated with local government staff to host a variety of speakers on topics related to open government, transparency, and software tutorials; Attended local government meetings to advocate for open data policies; Delivered presentations to local government officials about benefits of open data; Recruited core team members to delegate marketing and project management responsibilities; Leveraged local resources and partnerships to organize weekend-long hackathons in solidarity with Code for America's CodeAcross and National Day of Civic Hacking.

Technology skills

Ninja Requirements gathering, analysis, and testing; VS Code; HTML5; Microdata formats; JSON; XML; Git; Github; Microsoft Excel, PowerPoint, Word, and Access; HTML; CSS; XML; Google Docs, Sheets, and Slides; Adobe Acrobat Pro; Airtable; Socrata Open Data Portal; Asana

Seasoned Agile project management; User experience testing; CSS; Visual Studio IDE; Python; SQL; SQL Server Management Studio; SharePoint; Microsoft Power BI; SSIS; UNIX command line; WordPress; OpenRefine; Affinity Designer; Bootstrap; Jekyll; Flask; PostgreSQL (psql); JIRA; Confluence

Experienced C#; ASP.NET; Javascript; D3.js; Hugo, GO, Netlify, Tableau; XPath; XSLT; Adobe Illustrator, InDesign Sphinx; Jinja2; PyCharm IDE; NetBeans IDE

Education

University of California, Santa Barbara

2003 -- Bachelor of Arts, Chicano Studies

2003 -- Bachelor of Science, Biological Sciences