**Tearod Robertson**  
**Senior Power BI Developer**  
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**Certifications**

* Microsoft Certified: Fabric Analytics Engineer Associate
* Microsoft Certified: Power BI Data Analyst Associate
* Microsoft Certified: Data Engineer Associate
* Microsoft Certified: Artificial Intelligence Fundamentals
* Microsoft Certified: Azure Data Fundamentals
* Microsoft Certified: Azure Fundamentals

**Education**

* **MBA**, Webster University
* **B.S. in Construction Management**, Tuskegee University

**Professional Experience**

**RMCI, Inc. – Golden, CO**

**Senior Power BI Developer | February 2023 – Present**  
*Client: U.S. Department of the Office of Procurement Management*

Tasked with transforming HR analytics for the federal government’s largest employer, I developed enterprise-grade Power BI solutions for the U.S. Office of Procurement Management—supporting workforce data needs across all branches of the military and civilian agencies. I translated massive and complex datasets into meaningful insights that enabled strategic planning, recruitment, and diversity compliance across federal HR systems.

* **Architected reporting data marts** using star schemas and dimensional modeling to optimize analytical queries and improve report refresh performance.
* **Developed Power BI dashboards** and visual analytics solutions with a focus on personnel trends, recruitment pipelines, pay band analysis, retention rates, EEO compliance, and workforce aging across over 2 million employees.
* **Designed and implemented incremental refresh logic** on high-volume datasets, reducing daily refresh windows from hours to minutes, while maintaining data currency and system stability.
* **Built composite data models** combining DirectQuery and Import modes for hybrid data access, enabling real-time operational monitoring alongside historical analysis.
* **Wrote advanced DAX calculations** to perform dynamic filtering, time intelligence, and row-level conditional logic for workforce trend modeling and executive scorecards.
* **Developed paginated reports** for formal, print-ready outputs including headcount summaries, workforce plans, and official compliance documents required by federal standards.
* **Integrated and managed Row-Level Security (RLS)** to enforce access segmentation across sensitive personnel data by clearance level, department, and agency role.
* **Led CI/CD implementation** for Power BI projects using Git, ensuring version control, release traceability, and collaborative development workflows. Trained department teams on Git workflows and deployment pipelines.
* **Partnered closely with database administrators** and data architects to reduce load on operational systems by pushing heavy transformation logic to the SQL layer and staging environments using optimized views and stored procedures.

**Oakwood Systems Group, Inc. – St. Louis, MO**

**Power BI Developer | March 2021 – February 2023**

Delivered enterprise-grade Power BI reporting solutions for clients across multiple industries with an emphasis on healthcare organizations. Collaborated with clinical and operational stakeholders to design dashboards and analytics that improved visibility into performance, compliance, and financial health.

**Barnes Jewish Hospital**

* Partnered with financial and operations departments to design Power BI dashboards tracking ER throughput, average length of stay, and patient discharge performance by department and attending physician.
* Created robust data models connecting EMR data, billing systems, and patient satisfaction surveys to drive end-to-end visibility in patient care delivery.
* Leveraged Power Query to cleanse and unify structured and semi-structured data from disparate systems including Cerner and SQL Server sources.

**Humana Health Care, Inc.**

* Designed performance scorecards for care coordinators, aggregating claim data, case volumes, and risk stratification metrics.
* Enabled executive leadership to visualize Medicare Advantage plan trends and identify gaps in preventive care delivery through paginated and Power BI dashboards.
* Collaborated with compliance analysts to convert legacy SSRS reports to modern paginated reports, ensuring formatting consistency for CMS submissions.

**General Contributions**

* Developed **Power BI Embedded** solutions for external stakeholders and patient portals using JavaScript and Power BI REST APIs.
* Implemented dynamic RLS using EffectiveIdentity to deliver secure, role-based analytics in multi-tenant environments.
* Deployed production reports through **Power BI Deployment Pipelines** and documented release schedules for enterprise change management.
* Mentored junior developers and led internal workshops on best practices for model optimization, DAX writing, and Power BI governance.

**The Center of Endodontics, Periodontics, and Implantology – Allen, TX**

**Power BI Developer & SQL Developer | May 2001 – August 2013**

Built and managed end-to-end reporting infrastructure for a growing dental specialty practice with multiple locations. Enabled clinic management to better understand financial performance, referral trends, and treatment effectiveness through actionable insights.

* Created interactive Power BI dashboards for treatment volume, revenue per chair, referral source performance, and staff utilization.
* Built ETL logic in SQL Server to transform raw practice management software data into reporting-ready tables using T-SQL scripts, CTEs, and window functions.
* Developed role-specific views for physicians, administrative staff, and finance leads by implementing user-based row filters and role parameters.
* Automated daily reporting tasks, eliminating manual report generation and increasing focus on care delivery.

**Technical Skills**

* **Power BI Platform:** Power BI Desktop, Power BI Service, Deployment Pipelines, Report Builder
* **Data Modeling:** Dimensional Modeling, Star Schema, Snowflake, Composite Models, Hierarchies
* **DAX & Power Query:** Time Intelligence, Dynamic Filtering, Query Folding, Error Handling
* **Report Types:** Paginated Reports, Operational Dashboards, Embedded Analytics, Executive Scorecards
* **Security & Governance:** Row-Level Security (RLS), Workspace Access Control, Usage Monitoring, Git Integration
* **SQL & Data Sources:** T-SQL, Azure SQL, Postgres, REST API, On-Prem Gateway
* **DevOps & CI/CD:** Git, Power BI ALM Toolkit, Source Control & Release Pipelines
* **Cloud & Integration:** Microsoft Azure, Microsoft Fabric, Auth0