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|  | **Jia Hao Yang** | IMG_2193.JPG |

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| **Personal Information** | | | | | | |
| Name： | Jia Hao Yang | |  | Gender: | Male |  |
| Mobile： | 18666012032 |  | Email: | [Jiahao\_yang@qq.com](mailto:Jiahao_yang@qq.com) |
| Education： | Bachelor, South China University of Technology | |  | |

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| **Profile Summary** | |
|  | I am a senior project manager with extensive experience of successful project delivery particularly in the financial services industry.  I am adaptable and a self-starter, and have a good understanding of commercial and business issues, a strong technical background and excellent communication skills. This allows me to fulfil a variety of different roles within project teams, and provide an effective interface between business and technical functions.  **Strong IT Expertise**  **Profound financial risk domain knowledge**  **Outstanding leadership and management capability**  **Proficient in project management**  **Excellent business facing skills**  **Experienced in Service Management / Production Support**  **Overseas working experience / Day-to-day global collaboration**  **IT Expertise**   * Over 16 years of professional experience in Risk and IT industry * Proven track record in the areas of IT development, support and implementation, project management and business facing for banking products. * Technical expertise includes: Proficient in C++, Java, Unix/Linux, Sybase, Oracle and grid computing; * Extensive experience of Waterfall, Agile methodology (Scrum) and DevOps model   **Financial Risk Domain Knowledge**   * Conversant with Banking domain knowledge and Financial Risk Management, in particular for Capital Market as well as Corporate and Retail Risk, Security and Fraud Risk, Compliance (e.g. AML) and Regulatory Reporting. * Well versed with both Credit and Market Risk project implementations and had also been involved in rolling out a new internal strategic product that features model pricing engine (Markit QuIC) and a risk analytic framework to accommodate stress-testing, back-testing and intraday servicing needs for fulfilling Basel regulatory requirement. * Effective and efficient working experience with HSBC group quant team, Risk control and Risk management functions; * Touch on various Risk and Analytic vendor product, e.g. QuIC, AssetControl, ActivePivot.   **Leadership and management capability**   * Currently managing Global Risk IT team in China with overall team size of circa. 300 permanent staff and vendor contractors in Guangzhou and Xian. The team was well recognized as a cohesive, motivated and high performance team capable of delivering complex and large scale projects to cater for business needs in line with HSBC group strategies. Owing to the good track records of time-to-market quality deliveries and the trust built with the business, the team has been expanding rapidly aiming to take up more and more work transferred from high cost locations (e.g. UK, US, HK), becoming an integral part of HSBC IT organization. Moreover, I’m responsible of driving the team to continuously look for cost saving / streamlining opportunity to meet the budget and financial target for the entity and functional line.   *For detailed Roles and Responsibility please refer to the employment history section.*  **Project Management**   * Rich experience in project management, including day-to-day management and resolution of risks, issues and dependencies, with track record of delivering HSBC strategic projects, such as a group flagship project consuming over 200 man-months with over $2 million investment and sustainable $3 mil per annum return. * Successfully leading teams to implement Agile / Devops transformation from tradition Waterfall model   **Business Facing experience and skills**   * Effective management of stakeholder relationships at all levels of the business (both internally and with third party suppliers). * Good business-facing skills and ability to successfully solve business and process issues. * Full life cycle analysis and documentation, including Terms of Reference, Business Requirements, Functional Specifications and Implementation Plans. * Excellent verbal and written communication skills. Able to document and present the results of analysis clearly and concisely, using effective written reports and diagrams.   **Service Management / Production Support**   * ITIL certificated * Formed and managed the production support team to provide application services supporting business customers globally * Adopted the follow-the-sun support model to provide 24x7 services. Established service desk to provide responsive first line support to the business. * Successfully implemented several Lean Six Sigma process improvement initiatives with significant and sustainable cost saving results.   **Overseas Working Experience / Global Collaboration**   * STA (short term assignment) exposure in UK and US for years * Global collaboration and interactions in day to day work with IT / business parties in different locations, e.g. UK, US, India, HK etc.   **Personality**   * Fast learner; Self-motivated; Dynamic and honest; High sense of responsibility; Flexible and open-minded. |

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| **Employment History** | |
| ♠ 2002.07-Now | **HSBC Software Development Center (GuangDong)** |
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| |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Software Engineering Manager (BU Head of Risk IT)** | | | |  | 2011.04-Now | | Company Locations： | GUANGZHOU | | | | | | Department： | Global Risk IT, Compliance and Global Standards IT | | | | | | Responsibilities： | Delivery manager of the Global Risk and Compliance & Global Standards department covering application delivery for business solutions and production services for a broad variety of Risk functions, including Traded Risk (Capital Market), Wholesale Risk (for Corporate & SME customers), Retail Risk, Security & Fraud Risk and Compliance (Sanctions and Anti-Money Laundering) and so forth.  **NB:** Apart from overall department and project portfolio management, I continue to assume the development manager role for hands-on project delivery for Traded Risk applications. For details please refer to the section of my previous role.  Responsibilities include the following, but not limited to:  - Project planning and prioritization  - Project management throughout development life cycle  - Scrum Master in the scrum team  - Business analysis, and data analysis  - Budgeting, Utilization and P&L (Profit & Loss) management for the department and projects  - Resource planning and management (Recruitment, SoW contract management, Retention)  - Vendor and supply chain management to meet delivery goal within budget  - Business support and production services management to meet SLA  - People management, incl. performance management, team/staff development, talent retention and development, and succession planning etc.  - Quality and productivity improvement (Agile/DevOps, Defect prevention, Tooling adoption, Test automation etc.)  - Cost saving (Lean Six Sigma greenbelt initiatives) | | | | | | Achievement： | Built and managing a high-performing software delivery team with sound track records of project delivery to successfully build and enhance a wide range of robust applications to support Risk, Compliance & Global standards functions for HSBC group globally.  Successfully formed and managing a high-effect production support team to provide global production services 24x7. | | | | | | **Associate Software Engineering Manager** | | |  | | 2008.04-2011.04 | | Company Locations： | GUANGZHOU | | | | | | Responsibilities： | Development manager of Traded Credit Risk SWD team in Guangzhou. (Short term assignment to UK)  Responsibilities include the following, but not limited to:  - Project planning and prioritization  - Project management during development cycle (Waterfall or Agile adopted)  - Scrum Master in the Scrum team  - Business analysis / Data analysis  - Supply chain management and logistics  - Production support and crisis Management  - People management, incl. performance management and staff development etc.. | | | | | | Achievement： | Took the lead to build a new team for Traded Credit Risk Back Testing system. It was a new strategic system in HSBC to cope with the regulatory needs as well as validate and calibrate the risk evaluation model for the Credit Risk management system. The system adopted some new technology relative to the existing system, for example, it used vendor (MarkIT) product QuIC as Risk calculation engine, and it used Java Spring + Hibernate framework, DataSynapse grid computing, Oracle, WebSphere Portal etc. I have successfully managed the project team to develop and deliver the system from scratch within budget and schedule at high quality. High compliment was received from business as the system added massive value of saving significant capital requirements for the HSBC group. | | | | | | **Software Engineering Team Leader** | | | | | 2004.04-2008.04 | | Company Locations： | GUANGZHOU | | | | | | Responsibilities： | Team Leader of Market Risk team in Guangzhou. (US and UK working experience over 6 months)  Responsibilities include the following, but not limited to:  - Requirement analysis  - Design (providing both function spec. and technical spec.)  - Programming for critical module  - Project implementation  - Production support and crisis management  - Team management | | | | | | Achievement： | Being the team leader to provide responsive and high quality support services to the business users, I had learned from the precious experience how to build a system more user friendly, low latency and flexible. In addition to the development of technical skills, I had also polished a lot of soft skills, such as interpersonal skills, problem solving ability, motivating, driving for high performance, conflict resolution, and effective negotiation and so on. All these skills and remits enabled me to expand the team from only supporting Asia region to across the globe in the end. | | | | | | **Software Engineer** | |  | | | 2002.07-2004.04 | | Company Locations： | GUANGZHOU | | | | | | Responsibilities： | Developing the Market Risk system on Unix/Linux platform using C++, Sybase, shell script | | | | | | Achievement： | As the system incorporated with the industry leading vendor product Algorithmic (ALGO) Risk Management system, I accumulated deep insights on risk evaluation on financial products, particularly on derivatives. | | | | | |
| ♥ 2000.05-2002.07 | **Hong Kong Prosten Lmt.** |
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| |  |  |  |  | | --- | --- | --- | --- | | **Software Engineer** | |  | 2000.05-2002.07 | | Company Location： | SHENZHEN | | | | Responsibilities： | Developer mainly for telecom billing systems.  - Working in a team with other developers and analysts to design, develop, test and implement appropriate IT solutions.  - Analyzing requirements and translating them into design.  - Applying a requirements-driven approach to development.  - Building and maintaining effective working relationships with project managers, other IT teams. | | | | Achievement： | 1. Engagement in the development of China Telecom Billing systems, including:  -- HaiNan Province Telecom Data97 Billing System (Sun Solaris + Oracle + WebLogic, J2EE, by Jbuilder)  -- FuJian Province Telecom 179 Billing System (Sun Solaris + Sybase, by Delphi)  2. Engagement in the development of telecommunication website, including:  -- to800.com (IP phone and phone card sales website, SQL Server +COM+ASP)  -- 1connect.com  3. Engagement in the development of IP FAX system  -- IP FAX Billing system ( SQL Server, by PowerBuilder and VB)  -- IP FAX administrative system ( By Coldfusion) | | | |
| ♣ 1999.04-2000.05 | **Guangzhou Risen Lmt.** |
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| |  |  |  |  | | --- | --- | --- | --- | | **Software and Network Engineer** | |  | 1999.04-2000.05 | | Company Location： | GUANGZHOU | | | | Responsibilities： | Engaging in development and support on Card systems for banks. | | | | Achievement： | Built the credit card and expense card systems for China UnionPay (GuangDong), GuangDong Development Bank, HuBei Province Postal Saving etc. | | | |

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| **Education** | | |
| 1995.09 - 1999.07 | **South China University of Technology** | |
|  | Major： | Automatic Control Engineering |
| Minor: | Business Administration and Management |
| Degree： | Bachelor |

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| **Language ability** | | |
|  | | English, Mandarin and Cantonese  IETLS: Overall 7  Advanced Level in EF English Assessment (Level 12 where 14 is the highest) |
| **Other Qualifications** | | |
|  | Project Management Certificate in HSBC  ITIL foundation certified | |