1. Delivers (Financial) Performance

Global Analytics Platform Leadership & Revenue Growth

* Led transformation of MAAS platform into comprehensive cross-asset analytics solution spanning equities, FX, and futures
* Drove significant revenue impact: Contributed to Equities Electronic trading commission growth from C$153.3M (2022) → C$175.9M (2025 annualized) and PT commission growth from C$38.8M → C$68.2M (2025 annualized)
* Delivered strategic cost savings: Led vendor migrations (Quanthouse to Exegy: C$1.4M saved) and framework transitions (Continuous Wave to Core Controller: C$410K saved)

Strategic Innovation & Product Development

* Co-developed Smart Close algo in Europe: Built API functions for L3 market data analysis, designed layering logic, and created performance monitoring tools—forming foundation for RBC Trade Tech's client presentations
* Created multi-asset pre-trade reporting tool integrated into MATA platform using BARRA multi-factor model, delivering both MVP and strategic client roadmap
* Enhanced ELP integration: Facilitated adoption saving ~0.8bps per trade, delivering cost savings from C$123K (2022) → C$900K (2025 annualized)

Regional Expansion & Execution Excellence

* Spearheaded Australian equities expansion: Oversaw complete build-out from project inception, ensuring global alignment while adapting for local market structure
* Conducted comprehensive regulatory analysis of SR15 reforms, partnering with Market Structure team to keep clients informed and engaged

2. Delivers Client/Stakeholder Satisfaction & Loyalty

Client Value Creation & Partnership Building

* Achieved exceptional client commission growth: Capital Group from C$4.2M → C$8.9M (2025 annualized); BlackRock from C$5.8M → C$12.1M (2025 annualized)
* Developed EBEX metric for algo effectiveness evaluation, ensuring RBC consistently ranked in top tier of Capital Group's algo wheel
* Built client-facing analytics via MATA platform, delivering transparent, intuitive tools that received positive feedback for improving execution quality and differentiating RBC's offering

Cross-Functional Collaboration & Solutions

* Partnered across multiple teams (QST, Execution Management, Algo Research) to conduct detailed client performance reviews and implement targeted improvements through dark pool routing studies, ELP analysis, and SOR performance reviews
* Bridged electronic and manual execution strategies by collaborating with high-touch and PT desks, enabling data-backed client insights that strengthened relationships and increased order flow
* Created scalable global reporting systems by integrating data from multiple OMS systems, supporting complex client needs across regions

Proactive Client Needs Anticipation

* Developed custom close analytics demonstrating minimal market impact and information leakage for high-touch clients
* Created PT IOI tracking report in collaboration with European PT traders, enabling efficient crosses with Cash Desk
* Conducted market structure studies and deep dives for clients like BlackRock, developing specialized analytics for ETF flow and rebalance days

3. Engages Employees, Maintains our Brand, and Makes an Impact in the Community

Team Leadership & Talent Development

* Manages two global analytics team members, providing technical and commercial skill development aligned with RBC's strategic objectives
* Actively mentors interns and graduate hires through complex analytics projects, with several mentees transitioning to permanent roles and making strong contributions to RBC's analytics functions
* Fosters culture of accountability and professional growth while maintaining high-quality delivery standards

Community Engagement & Social Impact

* Active ERG participation: Engaged member of iCare and MOSAIC employee resource groups in Europe
* Charity leadership: Regular participant in British Heart Foundation's 75-mile London-to-Brighton mountain bike event and RBC Race for the Kids
* Educational outreach: Organized and delivered charity workshop for Ada National College for Digital Skills students, creating equity data analysis curriculum and trading game, plus ongoing one-to-one mentoring

Brand Excellence & Governance

* Maintains risk framework compliance while delivering innovative solutions that uphold RBC's reputation for excellence
* Champions diversity & inclusion by actively promoting colleagues from varied backgrounds and ensuring achievements are visible to leadership
* Links team objectives to business strategy, ensuring all analytics initiatives support RBC's broader commercial goals