**1. Delivers (Financial) Performance**

**Global Analytics Platform Management & Desk Growth**  
• Led the transformation of the MAAS platform into a fully cross-asset analytics solution in Continuum spanning Equities, FX, Futures, and Equities High-Touch/Program Trading, directly aligning with RBC’s strategy to deliver scalable, cross-business capabilities.  
• Partnered with trading desks, sales, technology partners, and supervision teams to deliver stable, automated, and scalable solutions, ensuring consistent high-quality execution for clients.  
• **Drove platform evolution** by running regular joint sessions with MDI/DNA and QST teams to capture new requirements, oversee development progress, and ensure rigorous testing before production release, reducing operational risk.  
• Improved reporting capabilities within Continuum, streamlining workflows to reduce manual intervention and introducing advanced metrics to better evaluate algo performance.  
• Delivered tangible results, driving Equities Electronic Trading commission growth from C$153.3M (2022) → C$175.9M (2025 annualised) and PT commission growth from C$38.8M (2022) → C$68.2M (2025 annualised).

**Equities (Australia Expansion)**  
• Directed the build-out of statistics, curves, signals, index rebalance adjustments, and analytics integration from inception to delivery, ensuring market readiness for RBC’s expansion into Australia.  
• Balanced global alignment with local market structure, coordinating pre-launch testing and analytics validation with Execution Management and IT teams.  
• Adapted working hours to support late-night/early-morning testing across time zones, showing personal commitment to strategic outcomes.  
• Conducted in-depth regulatory analysis of SR15 reforms and partnered with the Market Structure team to share findings directly with clients, reinforcing RBC’s role as a trusted market structure advisor and deepening engagement.

**FX**  
• Defined strategic analytics requirements to enhance platform accuracy and stability.  
• Migrated transaction and market data feeds to improve report speed, stability, and consistency.  
• Replicated venue toxicity reporting from Equities to FX for consistent cross-asset monitoring.  
• Reduced error rates and increased platform resilience.

**Futures**  
• Led the strategic migration of FAR and Prospector algos from legacy systems with minimal client impact, ensuring uninterrupted service.  
• Enhanced European futures reporting and analytics to strengthen client decision-making.

**Strategic Innovation**  
• Partnered with Algo Research, Quantitative Sales Trading, and Technology teams to enhance existing products, develop new solutions, and provide actionable client insights.  
• Pioneered the Smart Close algo in Europe:  
 o Built API functions to analyse L3 market data and model live market impact during the close.  
 o Designed L3 layering logic to optimise fill probability.  
 o Developed monitoring tools in Continuum to track performance.  
 o **Enhanced RBC’s external profile and commercial positioning** by contributing research and analytics to client marketing materials and industry conference presentations, including RBC Trade Tech’s showcase of the Smart Close algo, reinforcing the firm’s reputation for innovation and execution excellence.  
• Developed a multi-asset pre-trade reporting tool for equities, integrated into MATA:  
 o Used BARRA multi-factor model to decompose portfolio risk and identify drivers.  
 o Delivered hedging strategies based on historical returns or factor exposures, incorporating liquidity constraints.  
 o Delivered both an MVP (Python) and a client-facing strategic roadmap via MATA.

**Client Engagement & Revenue Impact**  
• Capital Group: Developed the EBEX metric internally and designed custom strategies for their EBEX benchmark in the liquidity-seeking algo. RBC now ranks consistently in the top tier for their broker wheel, achieving commission growth from C$4.2M (2022) → C$8.9M (2025 annualised).  
• BlackRock: Delivered ETF and Close post-trade analytics and research materials on close market structure, achieving commission growth from C$5.8M (2022) → C$12.1M (2025 annualised).  
• Broader Enhancements:  
 o Integrated ELP liquidity into algos, reducing reliance on lit markets and delivering cost savings from C$123K (2022) to C$900K (2025 annualised). The integration also lowered market impact, **reducing Arrival Cost slippage by 20%**.  
 o Migrated market data vendors from Quanthouse to Exegy, improving data quality and resiliency while saving C$1.4M annually.  
 o Transitioned from Continuous Wave to Core Controller, enabling faster algo deployment, improved stability, and saving C$410K annually.

**Strategic Impact:** Consistently delivered measurable financial performance by leading platform upgrades, expanding into new markets, and aligning analytics innovation with RBC’s strategic growth and client retention objectives.

**2. Delivers Client/Stakeholder Satisfaction & Loyalty**

**Client-Facing Analytics via MATA Platform**  
• Worked closely with the MATA team to integrate Equities and FX pre-trade, and FX in-trade analytics capabilities from Continuum into MATA.  
 o Held regular meetings to ensure features were clearly explained, fully documented, and rigorously tested before client release.  
• Anticipated client demand for transparency, ensuring tools were intuitive, actionable, and aligned with client workflows.

**Cross-Product Collaboration**  
• Arranged reviews with QST, Execution Management, and Algo Research to evaluate platform-wide performance and drive targeted improvements:  
 o Dark pool routing studies.  
 o ELP routing analysis.  
 o SOR performance optimisation.  
 o Latency synchronisation improvements.  
 o A/B experimentation framework.  
• Collaborated on bespoke client solutions, reviewed backtests, and generated new performance ideas that directly enhanced client outcomes.  
• Changes led to measurable execution quality improvements for high-value clients.

**Cross-Business Collaboration**  
• Bridged electronic and manual execution strategies, enabling high-touch and PT desks to deliver richer, data-backed insights.  
• Integrated PT analytics into Continuum and GPX optimiser for advanced global risk management.  
• Developed custom close analytics demonstrating minimal market impact, supporting high-touch client execution.  
• Created a PT IOI tracking report in Europe, enabling efficient crosses with the Cash Desk and improving match rates.

**Strategic Impact:** Anticipated and addressed client needs proactively, strengthened long-term partnerships, and delivered data-driven solutions that improved both execution quality and client loyalty.

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

**Team Leadership & Development**  
• Possesses strong expertise in European market structure, algo product development, and advanced technical skills in kdb/q.  
• Manages two global analytics team members, setting priorities aligned with RBC’s strategic objectives and ensuring delivery quality.  
• Mentors interns and graduates through complex analytics projects, linking technical skills to commercial outcomes.  
• Several mentees have secured permanent roles and now lead impactful analytics initiatives supporting client growth.  
• Ensures other groups within MAAS are proficient in data retrieval and analysis, enabling them to be self-sufficient and contribute effectively to the platform.  
• Provides technical enablement sessions for sales traders, execution consultants, and other RBC teams, building firm-wide capability in analytics interpretation and client advisory skills.

**Community Engagement & Inclusion**  
• Active member of iCare and MOSAIC employee resource groups in Europe.  
• Charity Involvement:  
 o Regular participant in British Heart Foundation’s London-to-Brighton ride.  
 o Participant in RBC Race for the Kids.  
 o Organised a charity workshop for Ada National College, delivering an equity data analysis curriculum and trading game.  
 o Provides ongoing one-to-one mentorship to students.  
• Diversity & Inclusion Advocacy: Recognises and promotes contributions of colleagues from varied backgrounds, ensuring visibility to leadership.

**Governance & Controls**  
• Works closely with supervision and compliance teams to monitor platform and client performance, critiquing results to ensure effective controls remain in place.  
• Assists in audit data requests, ensuring RBC’s full compliance with regulatory frameworks.

**Strategic Impact:** Strengthened RBC’s talent pipeline, upheld the firm’s reputation through community and D&I initiatives, and maintained rigorous governance standards to protect clients and the brand.