**1. Delivers (Financial) Performance**

**Global Analytics Platform Management & Desk Growth**

* Led the transformation of the MAAS platform into a fully cross-asset analytics solution spanning equities, FX, futures, and high-touch/program trading.
* Partnered with trading desks, sales, technology, and supervision teams to deliver stable, automated, and scalable solutions.
* Built new reporting capabilities in Continuum, streamlined workflows to reduce manual intervention, and introduced advanced metrics to evaluate algo performance.
* Key contributor to product development since 2018, helping drive:
  + **Equities Electronic Trading** commission growth from C$153.3M (2022) → C$175.9M (2025 annualised).
  + **Program Trading (PT)** commission growth from C$38.8M (2022) → C$68.2M (2025 annualised).

**Equities – Australia Expansion**

* Oversaw build-out of statistics, curves, signals, index rebalance adjustments, and analytics integration from inception.
* Ensured global alignment while adapting to local market structure.
* Coordinated pre-launch testing/validation and delivered bespoke transparency reports.
* Adjusted working hours to support cross-time-zone testing.
* Conducted regulatory analysis of SR15 reforms and shared findings with clients.

**FX**

* Defined strategic analytics requirements to improve accuracy and stability.
* Migrated transaction/market data feeds to enhance speed and consistency.
* Ported venue toxicity reports from Equities to FX, ensuring cross-asset monitoring.
* Reduced error rates and improved supportability.

**Futures**

* Managed migration of FAR and Prospector Algos from legacy systems with minimal client impact.
* Led testing/enhancements for European futures reporting and analytics.

**Strategic Innovation**

* Partnered with Algo Research, QST, and Technology to enhance products, develop new solutions, and provide client insights.
* Key role in developing the European Smart Close algo:
  + Built API functions to analyse L3 market data and model live market impact.
  + Designed L3 layering logic and developed monitoring tools in Continuum.
* Developed a multi-asset pre-trade reporting tool for equities using BARRA factor models to decompose portfolio risk and propose hedging strategies with liquidity constraints.
* Delivered both MVP (Python) and strategic client-facing roadmap.

**Internal/External Client Engagement & Revenue Impact**

* **Capital Group**: Created custom strategies aligned to client benchmarks, achieving commission growth from C$4.2M → C$8.9M. Developed EBEX metric to evaluate algo effectiveness, securing top-tier algo wheel ranking.
* **BlackRock**: Conducted market structure studies, developed ETF rebalance analytics, and achieved commission growth from C$5.8M → C$12.1M.
* **Platform Enhancements**: Integrated ELP liquidity into algos, saving ~0.8bps (C$123K in 2022 → C$900K in 2025 annualised).
* **Data Vendor Migration**: Transitioned from Quanthouse to Exegy, saving C$1.4M.
* **Algo Framework Migration**: Moved from Continuous Wave to Core Controller, saving C$410K.

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

**Client-Facing Analytics via MATA Platform**

* Partnered with MATA team to design and deploy client-facing analytics in Continuum, including Equities Pre-Trade/Close Analysis and FX In-Trade dashboards.
* Delivered transparent, intuitive, and actionable tools, receiving positive feedback for improving execution quality and differentiating RBC’s offering.

**Cross-Business and Cross-Product Collaboration**

* Partnered with QST, Execution Management, and Algo Research on client performance reviews, driving improvements via dark pool routing studies, ELP routing analysis, SOR reviews, and latency synchronisation.
* Directly contributed to improved execution outcomes for high-value clients.

**High-Touch & Program Trading Desk Collaboration**

* Bridged electronic and manual execution strategies, enabling richer, data-driven client insights.
* Supported PT analytics build-out in Continuum with GPX optimiser integration for advanced risk analytics.
* Developed scalable global reporting integrating multiple OMS systems.
* Created custom close analytics for high-touch clients, demonstrating minimal market impact.
* Built PT IOI tracking report in Europe, enabling crosses with the Cash Desk and improving execution efficiency.

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

**Team Leadership & Development**

* Manages two global analytics team members, providing technical/commercial guidance and aligning priorities to strategic objectives.
* Fosters a culture of accountability, professional growth, and high-quality delivery.
* Actively mentors interns and graduates, many of whom have progressed to permanent roles.

**Community Engagement & Inclusion**

* **ERG Participation**: Active member of iCare and MOSAIC groups.
* **Charity Events**: Regular participant in British Heart Foundation’s London-to-Brighton ride and RBC Race for the Kids.
* **Education & Outreach**:
  + Organised charity workshop for Ada National College students, teaching equity data analysis and creating a news-driven trading game.
  + Provided ongoing one-to-one mentoring.
* **Diversity & Inclusion**: Actively promotes and recognises contributions from colleagues of varied backgrounds, ensuring visibility to leadership.