**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.  
• Challenged existing workflows by holding regular joint sessions with MDI/DNA and QST teams to gather new requirements, track development, and test features 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 proactively engaged clients with findings, reinforcing RBC’s role as a trusted market structure advisor.

**FX**  
• Defined strategic analytics requirements to enhance platform accuracy and stability.  
• Migrated transaction and market data feeds to improve report speed 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 Research became the foundation of RBC Trade Tech’s “Smart Close” client presentation.  
• 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: Integrated ELP liquidity into algos (savings: C$900K annually), migrated market data vendors from Quanthouse to Exegy (savings: C$1.4M), and transitioned from Continuous Wave to Core Controller (savings: C$410K).

**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, documented, and fully tested before release to clients.  
• 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.  
• 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 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:** Proactively anticipated and addressed client needs, strengthened long-term partnerships, and delivered 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.

**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**  
• Collaborates closely with supervision and compliance teams to monitor platform and client performance.  
• Supports audit data requirements, 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.