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Role Alignment

Job Requirement / Skill	Your Matching Experience	Rating (1-10)
Develop, optimize, and maintain complex SQL Server stored procedures, functions, triggers, and views	25+ years with SQL Server; deep expertise writing and tuning complex T-SQL stored procedures, triggers, and views for enterprise systems	**10**
Design and develop ETL workflows using SSIS or similar tools	15+ years working with SSIS since its early MSDTS versions; strong in ETL design, automation, and error handling	**10**
Support data integration across multiple healthcare systems	Integrated HL7 data into SQL Server at OnePoint Patient Care; experience with pharmacy and care management data flows	**9**
Work closely with Data Architects and Analysts to design scalable data models	Collaborated across dev and data teams in prior Director and Senior DBA roles; extensive logical and physical data modeling	**9**
Analyze and tune SQL queries for high performance on large datasets	Core specialty; optimized critical workloads at Grand Canyon University, resolving major performance issues in 90 minutes	**10**
Implement and maintain data validation, error handling, and audit processes	Designed and implemented validation and logging in SSIS and T-SQL; built automated audit routines for ETL pipelines	**9**
Troubleshoot and resolve production database and ETL issues	20+ years of production DBA work including after-hours incident response, blocking/deadlock resolution, and job failure triage	**10**
Ensure compliance with healthcare data privacy and security standards (HIPAA)	Healthcare experience at OnePoint Patient Care and MeMD; handled PHI data under HIPAA with strict security controls	**9**
Participate in code reviews, testing, and continuous improvement	Led and participated in peer reviews and release planning as Director and Senior DBA; championed code standards and automation	**9**

10+ years SQL Server (T-SQL, SSIS, SSRS)	Exceeds requirement — over two decades with T-SQL and SSIS; experience with SSRS in reporting/ETL verification contexts	**10**
Healthcare / pharmacy domain (claims, PBM, EMR/EHR)	Significant healthcare background with HL7 data, pharmacy integration, and patient-centric analytics	**9**
Data migration, ETL, and data warehouse environments	Built and migrated multiple large-scale systems; extensive ETL and data mart development experience	**9**
HIPAA compliance and data security best practices	Applied encryption (TDE, EKM), key rotation, least-privilege access controls; strong security mindset	**9**
Troubleshooting, debugging, performance analysis	Created in-house monitoring systems using DMVs and performance counters; strong diagnostic and RCA skills	**10**
Excellent communication and teamwork	Proven collaboration as Director, mentor, and technical lead; strong documentation culture (Context.md, runbooks, blogs)	**10**
Exposure to Azure SQL, Snowflake, or cloud data platforms	Hybrid experience with Azure SQL and SQL Server on Azure VMs; exploring Snowflake concepts and Databricks integration	**8**
Experience in Agile/Scrum environments	Participated in Agile sprints and cross-functional collaboration during ProKarma and MeMD engagements	**8**
Bachelor's degree or equivalent experience	Holds equivalent professional experience exceeding degree requirements	**10**

✅ **Overall Alignment Average: 9.3 / 10**