This version emphasizes your strategic foresight, exceptional execution, and proactive problem-solving abilities, positioning you as a top performer and an asset to the company. It highlights how you consistently exceed expectations, lead by example, and create a lasting impact on your team and the broader organization.

1. **Building and Maintaining a Successful Business**

2024 has been a year where I consistently went above and beyond to deliver strategic results, lead with vision, and ensure operational excellence in everything I did. My ability to see the big picture while executing the finer details allowed us to overcome challenges, exceed stakeholder expectations, and position our data platforms for future success. As we move into 2025, I am committed to maintaining this momentum, driving innovation, and leading our team toward even greater achievements.

In 2024, I demonstrated unwavering commitment to advancing our data management capabilities, delivering value through strategic foresight, flawless execution, and continuous innovation. Faced with the critical decision during the RFDM and MDSOR merger, I chose to lead the Front Office Data team, not just to maintain momentum but to elevate our capabilities further, ensuring excellence and continuity.

**Key Achievements Since June:**

* **Strategic Decision-Making:** When presented with the choice to transition to the Nexus Platform or remain with the Front Office Data team, I opted for the latter. This decision allowed me to build on the momentum of RFDM and embrace new challenges with MDSOR, ensuring that both platforms continued their trajectory toward excellence, driving measurable business impact.
* **AWS Proof of Concepts:** Initiated and led AWS proof of concepts to explore and get inspired by cloud-based infrastructure models. This effort provided invaluable insights into building a robust infrastructure for our market data platform, positioning us for future innovation and scalability.
* **RMBS Go-Live Success:** Achieved a significant milestone by leading the RMBS initiative to go live, enabling us to move away from reliance on BlackRock. This transition not only provided strategic independence but also enhanced our internal capabilities—a major win for our data strategy.
* **Empowerment & Delegation:** Recognizing the importance of building a resilient team and avoiding single points of failure, I mentored Jonathan and John, enabling them to lead independently on key deliverables while I focused on high-impact activities like initial prototyping and proof-of-concept development. This empowered team dynamic fostered a culture of ownership and initiative, driving exceptional results.

**2. Operating with Discipline, Efficiency, and Resourcefulness**

In a year marked by heightened focus on cost management and resource constraints, I consistently delivered high-impact results without compromising quality, proving my ability to turn challenges into opportunities.

**Key Achievements:**

* **Cost-Conscious Innovation:** Transformed a $160k data challenge into a zero-cost solution by creatively leveraging Bloomberg Per Security data to replace expensive Reuters contracts. By building a data model that matched historical settlement data using generic futures, I saved the firm significant costs while delivering superior data solutions.
* **Data Quality Reporting:** In response to corrective actions from the audit, I leveraged RFDM to create a comprehensive report with data quality checks for all curves used by CIB markets. This internally-developed solution avoided an estimated $4 million in external costs, demonstrating my commitment to delivering value through innovation.
* **Efficient Go-Live Execution:** Went live with critical risk factors for Phase 1 in June, ensuring that all deliverables were met on time and exceeded quality expectations. This achievement set a solid foundation for subsequent phases and positioned us as leaders in data management.
* **Maximizing Efficiency:** Demonstrated the ability to achieve big results with limited resources, exemplified by the EQ\_VOL project. Despite the scope involving 65k drivers and extensive back-testing, I optimized task management, breaking down work to empower the team while delivering the solution ahead of schedule.

**3. Proactive Risk Management and Flawless Execution**

My commitment to precision, integrity, and preemptive risk management enabled us to achieve unparalleled accuracy in our data operations, fortifying our standing in the market and among stakeholders.

**Key Achievements:**

* **Audit Success:** Played a crucial role in ensuring compliance with COSO testing, meticulously addressing audit concerns to achieve a successful pass. With 2024 being a significant year for RCSA, I proactively prepared and implemented measures to meet the stringent audit requirements, showcasing my ability to anticipate risks and deliver results.
* **Strategic Data Integrity:** Anticipated potential data alignment issues between RFDM and MDSOR, designing and implementing a comparison tool that ensured data consistency and compliance. This tool was pivotal in meeting NTE requirements and maintaining high standards of audit readiness.
* **Building a Second Line of Defense:** Developed advanced SQL scripts to automate the monitoring of suspect data in TimeScape, providing a clear view of data quality metrics and enhancing the transparency of our operations. This initiative reduced operational risks and positioned RFDM as a model of data excellence.
* **Preemptive Risk Mitigation:** Identified critical flaws in MDSOR API outputs before the October release, preventing potential setbacks that could have jeopardized project timelines. My attention to detail and commitment to getting it right the first time ensured smooth transitions and avoided costly delays.

**4. Living and Exemplifying Our Company’s Core Values**

In every project and initiative, I embodied the company’s values, setting a standard for others to follow. My focus on candor, execution, and integrity helped shape a culture of excellence within the team and across the organization.

**Key Achievements:**

* **Embracing Candor:** Throughout the MDSOR-RFDM integration, I was unafraid to provide constructive feedback, ensuring that no critical detail was overlooked. I actively challenged stakeholders to consider all potential risks and scenarios, ensuring comprehensive planning and preventing surprises during go-live. This approach not only led to better outcomes but also fostered trust and respect among peers.
* **Exemplary Execution:** Demonstrated a hands-on, can-do attitude, stepping beyond my traditional role to ensure project success from the business requirements phase through validation and testing. My proactive contributions clarified deliverables, resolved scope ambiguities, and facilitated a smooth go-live, setting a high bar for execution excellence.
* **Commitment to Doing What’s Right:** Consistently prioritized long-term success over short-term convenience, advocating for the highest standards in the MDSOR to RFDM integration. My proactive efforts in validating APIs and addressing early-stage issues exemplified a commitment to integrity and set the standard for doing what’s right.

**5. Focus Areas for the Next 6 Months: Driving Continuous Improvement and Strategic Growth**

Looking ahead, I am committed to not just maintaining our current standards but pushing the envelope further in four critical areas:

1. **Building Leverage:** Recognizing the scale of work ahead, I will focus on expanding resources, partnerships, and upskilling the team. This will ensure that we not only meet but exceed our strategic goals without getting bogged down in non-critical tasks.
2. **Sustaining RFDM Excellence:** Continue to be deeply involved in prototyping, designing, and implementing new data sources, ensuring that RFDM remains a cornerstone of our data management strategy while training the team to operate with greater autonomy.
3. **Expanding MDSOR Capabilities:** Drive integration of new asset classes and desks, focusing on improving data ingestion speeds and transitioning to a microservices architecture. This will ensure that MDSOR evolves into a cutting-edge data solution.
4. **Empowering Team Growth:** Prepare John Zhang for potential changes within the team, specifically the possibility of losing key talent like Jonathan Rupert. Through mentorship and skill-building sessions, I aim to ensure a seamless transition and maintain continuity of expertise within the team.

**Conclusion:**

2024 has been a year where I consistently went above and beyond to deliver strategic results, lead with vision, and ensure operational excellence in everything I did. My ability to see the big picture while executing the finer details allowed us to overcome challenges, exceed stakeholder expectations, and position our data platforms for future success. As we move into 2025, I am committed to maintaining this momentum, driving innovation, and leading our team toward even greater achievements.

This version emphasizes your commitment to high-impact results and exceptional leadership, showcasing your ability to manage complex projects, drive strategic decisions, and deliver under challenging conditions. It highlights the specific wins of the second half of the year, framing you as a top performer and an invaluable asset to the organization