**Overview:**

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.

**1. Strategic Vision and Leadership**

Throughout the year, I played a pivotal role in driving the integration of RFDM (Risk Factor Data Management) and MDSOR (Market Data Source of Record), ensuring alignment with our strategic vision and delivering impactful results. My leadership during this transition not only preserved existing successes but also paved the way for future growth.

**Key Achievements:**

* **Building Strategic Partnerships:** Proactively engaged with AWS to study approaches implemented by industry leaders like Bloomberg and JPMorgan, aiming to transform our data infrastructure. The insights gained helped align our data strategy with a modern, scalable vision, exploring options for decentralized models and federated structures to support market and trade data. This initiative positions us well for future strategic growth.
* **Maintaining Momentum in RFDM:** Led the RFDM team through the challenges of merging with MDSOR, ensuring that critical processes remained robust while adapting to new requirements. By empowering key team members like Jonathan and John to take ownership of complex deliverables, I preserved momentum and focused on high-impact areas like prototyping and strategic oversight.
* **MDSOR Data Alignment:** Drove the successful alignment of MDSOR data into RFDM, creating tools to compare and validate datasets across GVAR, SVAR, and additional use cases. This strategic approach not only addressed immediate needs but also set the stage for long-term scalability and adaptability in our data management practices.

**2. Driving High-Impact Results and Operational Excellence**

My focus in 2024 was on delivering tangible, high-impact results even in challenging environments. By simplifying complex processes and implementing efficient solutions, I ensured that we remained agile and responsive to business needs.

**Key Achievements:**

* **RMBS Non-Agency Migration:** Led the successful migration of RMBS Non-Agency and CRT models off BlackRock’s platform, achieving regulatory approval and saving $1M in licensing fees. This shift enabled us to take greater control of data management and positioned RFDM as a central player in deriving key price level indices.
* **Innovative Data Solutions in EQ\_VIX:** Faced with budget constraints, I developed a cost-effective solution for EQ\_VIX data needs, using Bloomberg Per Security data to avoid $160k in historical costs and $24k/year for daily data from Reuters. This solution met business needs without additional investment, showcasing my ability to navigate financial challenges and deliver creative solutions.
* **Simplified Processes in EQ\_VOL:** Streamlined the delivery of the EQAL2 VSSW volatility time series by breaking down complex tasks for the team, enabling faster project completion. The result was a successful delivery within a week, empowering team members and enhancing our time-to-market capabilities.

**3. Managing Complexity and Ensuring Data Integrity**

In a dynamic and high-stakes environment, I took a proactive approach to problem-solving, ensuring that our data processes remained accurate, reliable, and aligned with regulatory standards.

**Key Achievements:**

* **Corrective Actions and Data Quality:** Following an audit in July 2024, I led the creation of an automated framework using RFDM to perform data quality checks on curves across CIB Markets. This solution provided weekly reports for review, addressing audit concerns and enhancing the integrity of end-of-day MTM valuations across multiple desks.
* **Enhanced BAU Processes for Audit Readiness:** Recognizing gaps in BAU processes, I reverse-engineered TimeScape workflows to create a SQL-based reporting system that monitored suspect data handling. This second line of defense helped mitigate risks and ensured readiness for COSO testing, contributing to a smooth pass during the annual review.
* **Risk Management and Data Alignment:** Anticipated potential issues with MDSOR data, identifying gaps, bad proxies, and outliers before they could escalate. While initially taking on a hands-on role, I transitioned responsibilities to Middle Office/RA to ensure sustainable long-term management, allowing me to focus on broader strategic priorities.

**4. Living Our Company’s Values: Integrity, Excellence, and Candor**

In every initiative, I demonstrated a commitment to our company’s core values, ensuring that we met the highest standards of integrity, collaboration, and transparency.

**Key Achievements:**

* **Embracing Candor:** Throughout the MDSOR to RFDM integration, I provided honest and direct feedback, ensuring that stakeholders considered all critical aspects. I addressed issues ranging from weak design implementations to potential pitfalls, advocating for thorough testing and preparation. My approach ensured that the project met high standards and avoided surprises during go-live.
* **Excellence in Execution:** Led the MDSOR to RFDM transition with a focus on execution excellence, driving clarity in requirements, and ensuring that all aspects of validation, testing, and implementation were thoroughly managed. My diligence helped avoid potential delays and ensured a smooth launch.
* **Commitment to Doing What’s Right:** In every project, I maintained a focus on doing what’s best for the company and our clients, even when it required extra effort. I conducted independent validations and identified critical issues early on, ensuring that our solutions were built with integrity and precision.

**5. Key Achievements in Commodity, Credit, and Risk Management**

In addition to strategic leadership, I made significant contributions to our work in commodities, credit, and risk management, ensuring that we continued to meet the evolving needs of our stakeholders.

**Key Achievements:**

* **Commodity Products Expansion:** Supported the addition of new products like California Carbon Allowances (CCA) and Regional Greenhouse Gas Initiative (RGGI) into RFDM, enabling the desk to trade these products effectively. Refactored commodity curves to provide accurate pricing data for MROs, aligning with strategic goals.
* **Credit XVA Hedge Implementation:** Developed risk factors for hedging XVA, including interpolating missing tenors for bonds and CDS on large banks. This solution addressed a significant PnL impact and enabled more accurate hedging strategies.
* **FVO Curve Implementation:** Implemented GBP and EUR FVO curves for Wells Fargo, allowing the bank to account for these notes at fair value. Leveraged SOFR time series for Capital VaR and dynamic discount curves for Management VaR, aligning with our strategic risk modeling goals.

**Focus Areas for 2025: Continuing Momentum and Innovation**

As we move into 2025, my focus will be on building on this year’s successes and exploring new opportunities for growth:

* **Deepening AWS Collaboration:** Building on the foundational work with AWS, I aim to explore further opportunities to transform our data management capabilities, focusing on scalable architectures and innovative solutions for complex use cases.
* **Enhancing RFDM’s Strategic Role:** Continue to strengthen RFDM’s role in managing data quality, risk, and market data. This includes expanding capabilities in handling new products and refining processes to ensure accuracy and compliance.
* **Developing Team Capabilities:** Focus on upskilling team members to prepare for upcoming challenges, ensuring that our team remains resilient and adaptable as we tackle new projects and opportunities in the year ahead.

**Conclusion:**

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