**The right people in place now prevents repeated fire drills later.”**

* Without SMEs, the same gaps will resurface every time we run large historical analyses for TWC, GVAR/SVAR, or future Capital changes

MDSOR Tech alone won’t fix history

* SMEs bridge that gap between raw data and usable, ready output.

**If we want accuracy, we can’t just ‘code it and hope.’”**

* Full TWC runs require deep understanding of **market data history, proxy changes, model shifts, and downstream impacts**.
* Data SMEs ensure the fixes pass not just performance tests, but **capital and model risk validation**.

**“Hiring SMEs is about speed and confidence.”**

* SMEs accelerate problem-solving because they can **spot bad data, explain anomalies, and guide recon decisions** without a 2-week research cycle.
* This speeds up remediation and reduces the risk of regulatory challenge.

**“Without SMEs, you burn tech cycles on trial-and-error.”**

* Each failed assumption wastes engineering time and delays delivery. SMEs bring the **rules, mappings, and exceptions** upfront so fixes are right the first time

**Technology is only half the solution — the other half is domain expertise.”**

* MDSOR can be upgraded to handle 18 years of history, but deciding **how to stitch, adjust shifts, and reconcile** requires people who know the asset classes inside out.
* **Waiting for IT is not a solution — we need people who can move the needle today.”**
  + MDSOR expansion is a long-term build; we can’t guarantee where it will be in 6, 12, or 24 months.
  + SMEs can deliver while we wait — closing gaps, creating tactical solutions, and ensuring deliverables are met.

**“We can’t control IT quality or speed — but we can control our own capabilities.”**

* SMEs aren’t just passive support; they **drive implementation**, maintain workload, and make progress without bottlenecking on IT releases.

**Right people in the right place = no one gets stuck.”**

* With SMEs in each asset class, we ensure deep product knowledge, quick issue resolution, and confidence that work doesn’t stall due to unknowns.

**You can’t fix technology if you don’t understand it.”**

* Checklists won’t solve this. SMEs need both **domain knowledge** and enough **technical understanding** to guide and challenge IT in the right direction.

**Without SMEs, IT’s build-out risks drifting.”**

* SMEs ensure what gets built aligns with real-world needs, regulatory requirements, and operational constraints.

**ystem limitations require skill to navigate — not just tools.”**

* SMEs can work around MDSOR’s current design, build tactical fixes, and close skill gaps while the architecture catches up

“We can’t control how fast MDSOR evolves, but with the right SMEs, we can guarantee progress, deliverables, and no gridlock — even under current limitations.

 **Pure Data SME** (asset class focus)

 **Hybrid Data/Tech SME** (bridge between FO and IT)

 **Architect/Tool Builder SME** (future-proofing MDSOR)

Got it — here’s an **expanded skills set list** with the **advanced technical & architectural thinking** you want baked into these SME hires.  
This version goes beyond just “data knowledge” into **system design + large-scale analytics capability**:

**Skills Required for MDSOR/TWC Advanced Data SMEs**

**1. Large-Scale Data Analytics**

* Experience handling **large historical datasets** (10+ years, multi-asset class)
* Ability to **extract insights from data mess** — detect systemic issues, correlations, and root causes
* Skilled in **profiling performance bottlenecks** for data queries and processing
* Familiarity with **parallel processing** and data aggregation approaches

**2. Architectural Thinking**

* Ability to **think beyond current workflows** — design for scalability and maintainability
* Can propose **dual-path architecture** for real-time vs. historical analytics
* Skilled in evaluating **system limitations** and mapping them to architectural redesign proposals
* Capable of creating **proof-of-concepts** to validate design changes before full implementation

**3. Platform Literacy (MDSOR + Vasara)**

* Understanding of **MDSOR’s Java object storage model, bitemporal versioning, and APIs**
* Ability to read and interpret **Vasara code** to understand system internals
* Can **brainstorm API factory concepts** — creating standardized, reusable API endpoints for data access
* Familiarity with **integration points** between MDSOR, EMR, and Capital workflows

**4. Tooling & Automation**

* Ability to **build tactical tools** in MDSOR to address gaps without full IT dependency
* Skilled in scripting and data wrangling (Python, SQL, Java basics) for quick prototypes
* Can automate common remediation and recon processes to free up SME bandwidth

**5. Cross-Domain Execution**

* Combines **market data domain expertise** with **technical understanding**
* Can **translate business needs into technical designs** for IT
* Capable of guiding both **data governance** and **performance optimization** discussions
* Strong communicator — can explain system and data challenges to non-technical stakeholders

**Soundbite for your manager:**

“We don’t just need data firefighters — we need system architects in SME roles. People who can analyze large messy datasets, understand MDSOR and Vasara internals, brainstorm architectural improvements, and build tactical tools — all while keeping Capital deadlines in mind.”

If you want, I can now map **these skills into 3 hiring profiles**:

* **Pure Data SME** (asset class focus)
* **Hybrid Data/Tech SME** (bridge between FO and IT)
* **Architect/Tool Builder SME** (future-proofing MDSOR)

Do you want me to prepare that mapping next?

Here’s the **expanded and final skill set** with the **modeling, Data Strategist, and Quantitative Data Strategist** angles included — so it covers **domain, technical, architectural, and analytical modeling skills** for the kind of SMEs you need.

**Skills Required for MDSOR/TWC Advanced Data SMEs**

**1. Large-Scale Data Analytics**

* Experience handling **large historical datasets** (10–20+ years, multi-asset class)
* Ability to **extract insights from messy data** — detect systemic issues, correlations, and anomalies
* Skilled in **performance profiling** for heavy historical queries and batch analytics
* Familiarity with **parallel processing, distributed storage, and aggregation techniques**

**2. Architectural & Systems Thinking**

* Ability to **design for scale** — separating real-time pricing vs. historical analysis paths
* Can identify **system limitations** and propose architectural redesigns
* Proficient in **proof-of-concept builds** to validate solutions before full implementation
* Comfortable reading **Vasara code** and brainstorming **API Factory** concepts for standardized, reusable data access
* Familiarity with **MDSOR internals** (Java object storage, bitemporal versioning, API integrations)

**3. Tooling & Automation**

* Skilled in building **tactical tools** within MDSOR to address data gaps
* Capable of **automating reconciliation and validation** processes
* Proficient in scripting and wrangling data (Python, SQL, Java basics)
* Able to create **derived datasets** for analytics without degrading production

**4. Market Data Domain Expertise**

* **Asset class specialization**: Rates, Credit, FX, Commodities, Equities, Structured Products
* Understanding of **risk factor modeling** (curves, volatility surfaces, spreads)
* Knowledge of **proxy rules**, historical model changes, and their downstream impact
* Familiarity with **regulatory capital requirements** (GVAR, SVAR, TWC, SHRP implications)

**5. Modeling Skills**

* Understanding of **quantitative risk models** (VaR, SVaR, Expected Shortfall, stress testing)
* Ability to calibrate models using long historical datasets (e.g., 18-year TWC runs)
* Experience in **curve construction, volatility surface fitting, and scenario generation**
* Capable of validating model results and identifying data-driven model weaknesses

**6. Data Strategist Skills**

* Skilled in **data lifecycle management** — sourcing, ingestion, normalization, validation, and consumption
* Ability to design **data operating models** that ensure quality and scalability
* Strong governance knowledge (data lineage, traceability, audit-readiness)
* Can **translate business objectives into actionable data projects**

**7. Quantitative Data Strategist Skills**

* Ability to **bridge between quantitative modeling and data engineering**
* Experience aligning **data architecture** with **model requirements**
* Skilled at **identifying key risk drivers** and ensuring data completeness for them
* Able to guide **model-ready data transformations** to minimize manual intervention
* Strong ability to work with quants to **prototype and backtest model improvements**

**Final Soundbite for your manager:**

“These aren’t just data people — they’re a hybrid of market data SMEs, quantitative model thinkers, and system architects. They can navigate MDSOR’s technical limitations, build tactical tools, guide IT’s build-out, and ensure our models and Capital processes have the right data, at the right quality, at the right time.”

If you want, I can now break this into **three role archetypes** (Pure Data SME, Hybrid Data/Tech SME, Quantitative Data Strategist) so hiring discussions are laser-focused and aligned to priorities.  
Do you want me to prepare that?

Got it — here’s a **condensed, manager-friendly version** of the skills discussion, framed in **3–5 clear hiring angles** so it’s easy to digest in a staffing conversation.

**Hiring Angles for MDSOR/TWC SMEs**

**1️⃣ Fix Today’s Problems While Building for Tomorrow**

* People who can **work around MDSOR’s current limitations** (manual stitching, long history, performance bottlenecks) without waiting on IT.
* Build tactical tools, automate reconciliation, and close data quality gaps **now** while IT works on long-term fixes.

**2️⃣ Bridge Data, Models, and Systems**

* SMEs who **understand market data + quantitative models + system architecture**.
* Can translate model needs (VaR, SVaR, TWC) into **model-ready datasets** without months of back-and-forth.

**3️⃣ Deep Asset Class Expertise**

* One SME per major asset class (Rates, Credit, FX, Commodities, Equities, Structured Products).
* They know proxies, historical changes, and risk factor quirks — so they can **spot bad data before it hits Capital**.

**4️⃣ Architectural & Strategic Thinking**

* People who **can read Vasara/MDSOR code**, brainstorm **API factories**, suggest **system redesigns**, and validate proof-of-concepts.
* Not just “data firefighters” — **system architects** in SME seats.

**5️⃣ Capacity & Capability**

* Hiring isn’t about headcount; it’s about **high-capability roles**.
* These SMEs have the **skills, tools, and authority** to act — so we aren’t stuck if MDSOR’s timeline slips.

If you want, I can now make this into a **one-slide visual** that your manager can drop straight into the staffing discussion so it sticks in everyone’s mind.  
Do you want me to make that visual?