

Sudath Attanayake

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Data Migration Lead | Senior HRIS Data Migration Lead | Healthcare Data and ETL Delivery

Professional Summary

Data migration and platform leader with 15+ years of experience delivering complex enterprise migration programs across the healthcare industry and multi-domain operational systems in Australia and New Zealand. Proven track record leading end-to-end data migration strategy, extraction, transformation, loading (ETL), data quality assessment, cleansing, cutover, and post-go-live stabilisation. Strong capability in healthcare systems and data standards, including extensive HL7 exposure, with hands-on leadership across stakeholder engagement, delivery vendor coordination, and migration governance. Ready to lead a significant SuccessFactors project in a large healthcare organisation focused on patient outcomes and operational efficiency.

JD Alignment Keywords

- Proven track record in complex enterprise level data migration strategy and end-to-end data migration process delivery.
- Develop and implement data migration strategies and data migration plans for a healthcare technology project.
- Coordinate and lead data extraction, transformation, and loading (ETL) processes using ETL tools and data migration technologies.
- Collaborate with delivery vendor and business stakeholders to ensure seamless migration outcomes.
- Conduct data quality assessments and implement data cleansing processes.
- Strong knowledge of healthcare systems and data standards.
- Experience supporting HRIS projects and ready to lead SuccessFactors migration delivery.
- Open to fixed-term contract opportunities. ## Core Capabilities
- End-to-end data migration strategy and execution for enterprise-scale programs

- Data extraction, transformation, and loading (ETL) leadership across complex source systems
- HRIS data migration planning and governance, with SuccessFactors project readiness
- Healthcare systems data migration, including HL7-aligned integration and data handling
- Data quality assessment, cleansing frameworks, reconciliation, and migration assurance
- Delivery vendor collaboration and business stakeholder management
- Migration planning: mapping, transformation rules, mock loads, cutover, and hypercare
- Migration risk management, issue resolution, and controlled release management
- Data privacy, security, and compliance-aligned migration delivery

Technical Skills

- Languages and Data: SQL, T-SQL, Python, PySpark
- Data Platforms: Azure SQL, SQL Server, Azure Data Factory, Microsoft Fabric, Event Hub
- ETL and Migration Technologies: ETL/ELT pipelines, CDC, replication, API integration, batch and near real-time ingestion
- Data Architecture: data modelling, data warehousing, migration design, source-to-target mapping
- Quality and Governance: data quality controls, cleansing, reconciliation, metadata and lineage, governance controls
- Delivery and Operations: Azure DevOps, GitHub, CI/CD, release governance, production support, performance tuning
- Enterprise Domains: HRIS-integrated systems, finance, property and rating, clinical and dental analytics data

Professional Experience

Attekus, Melbourne, Australia (Hybrid)

Data Platform Lead | Apr 2025 - Feb 2026

- Led migration-related platform initiatives with hands-on ownership of architecture, ETL delivery, and production reliability.

- Directed data extraction, transformation, and load planning across Azure-based enterprise data solutions.
- Applied structured governance, release management, and risk controls to improve migration quality and cutover confidence.
- Partnered with business stakeholders and delivery partners to align technical execution with operational outcomes.

Abano Healthcare Group, Melbourne, Australia (Hybrid)

Data and Analytics Architect | Nov 2022 - Apr 2025

- Architecture owner for enterprise analytics and integration capability supporting 250+ endpoints across finance, payroll, and clinical-adjacent domains.
- Led healthcare and dental industry data migration and integration planning to improve reporting trust and operational decision support.
- Delivered source-to-target data mapping, transformation design, and quality controls across multi-domain migration activities.
- Collaborated with stakeholders and vendor teams to ensure seamless migration outcomes and stable post-deployment operations.
- Worked in Dynamics 365 CE (CRM) and enterprise HR/finance integration contexts relevant to HRIS migration delivery.

Abano Healthcare Group, Auckland, New Zealand

Senior DBA | Sep 2021 - Nov 2022

- Delivered enterprise data warehouse reliability and migration support across Australia and New Zealand operations.
- Supported Dynamics 365 Finance and Operations and HR integration enhancements with controlled data movement and validation.
- Acted as technical lead for incident resolution and service continuity across business-critical data flows.

Whanau Tahi Limited, Auckland, New Zealand

Senior Database Administrator | Oct 2016 - Sep 2021

- Primary DBA for New Zealand's national e-Prescription platform in a mission-critical healthcare environment.
- Led 8 TB SQL Server to Azure migration with staged governance, controlled cutover, and minimal downtime.
- Extensive healthcare data exposure including HL7-aligned data integration, validation, and operational data support.
- Improved migration readiness and long-term platform resilience through tuning, hardening, and controls.

SimplHealth, Auckland, New Zealand

Senior DBA | Mar 2013 - Nov 2016

- Delivered healthcare data integration and migration services, including HL7 real-time e-Prescription pipelines.
- Built ETL workflows and reporting extracts for Ministry and operational requirements.
- Supported data quality checks, cleansing, and issue resolution in high-availability healthcare environments.

Whangarei District Council, Whangarei, New Zealand

Senior DBA | Sep 2007 - Mar 2013

- Technical lead from the council side for enterprise migration to the TechnologyOne product.
- Led migration of Property and Rating data into TechnologyOne production.
- Led migration of Finance data into TechnologyOne production with structured validation and cutover support.
- Coordinated data mapping, ETL execution, UAT support, and go-live readiness with stakeholders and delivery teams.

Northland District Health Board, New Zealand

DBA | 2003 - 2007

- Modernised legacy Microsoft Access data systems to SQL Server and .NET-aligned platforms.
- Supported clinical application data migration, packaging, and live cutover activities in healthcare operations.

Migration Highlights

- Proven enterprise-level migration strategy and delivery leadership across healthcare and government environments.
- Demonstrated healthcare data standards exposure, including HL7-based data integration and transformation.
- Strong record in ETL delivery, data quality assessment, data cleansing, reconciliation, and cutover governance.
- Effective collaboration with business stakeholders and delivery vendors for seamless migration execution.
- SuccessFactors-ready profile for complex HRIS migration programs in large healthcare organisations.

Education

- MSc in Computer Science (First Class Honors)
- A/L (Double Maths, Physics, Chemistry) - Ananda College